

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

AGENDA #15

The School Committee will hold a regular meeting:

on: Thursday, June 7, 2018
at: 4:00 p.m. – Budget
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 –

PLEDGE OF ALLEGIANCE

NATIONAL ANTHEM

II. ROLL CALL

III. APPROVAL OF RECORDS

aor #8-12 - Clerk
(May 24, 2017)

To consider approval of the Minutes of the School Committee Meeting
of Thursday, May 17, 2018.

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 #8-126.1 - Administration/Mr. Monfredo/Mr. O’Connell/
Miss Biancheria/Mr. Comparetto/Miss McCullough/
Mayor Petty
(May 23, 2018)

To recognize the volunteers of Working for Worcester Program, sponsored by the College of the Holy Cross, for their tremendous work on various projects that benefit the children of the Worcester Public Schools. (Mr. O’Connell)

gb #8-166 - Administration
(May 21, 2018)

To recognize the following family members for their generous donations for the purchase of Chromebooks that will benefit the children of the Worcester Public Schools in their pursuit of knowledge:

Linda Hammett Ory and Andrew Ory
Marjorie and Robert Ory

gb #8-167 - Mr. Monfredo/Miss Biancheria/Mr. Foley/
Miss McCullough/Mayor Petty
(May 21, 2018)

To recognize the following students and staff from the St. Casimir’s Alternative Program, who won first place in the Furniture Trust’s Eco Carpentry Challenge and received a check for \$2,000.00 for the “Best in Class: Small Shop” category:

Nichayla Aghapour	Franklin Mane
Nilexis Anaya	Floyd Marchando
Jorge Arvelo	Jatziel Marrero
Jean Claude Bavugireje	Naya Nazario
Dakari Campbell	Angelo Rivera-Williams
Jordan Colon	Jean Carlos Santos
Nicholas D’elia	Ismael Sawadogo
Mohamed Farah	Alberth Torres-Colon
James Gbarwea	Adrian Villafane
Matthew Greenman	

Dr. Michael O’Neil, Coordinator
Mr. James Graham, teacher
Ms. Christine Murphy Cross, teacher
Ms. Kathryn O’Neil, teacher

IMMEDIATE ACTION (continued)

ACTION

gb #8-168 - Administration
(May 21, 2018)

To recognize the following students and staff from the Challenge and Reach Academy for their fundraising efforts to benefit the Hole in the Wall Gang Camp for children with serious illnesses:

Ahmar Faison	Eric Raymundi
Calagio Nazario-Colon	Andriana Dionysopoulos
Jayden Smith	Aldana Carvallo
Azani Kelley	Devante Esquilin
Nadia Baah	Marc Shenette
Jeffrey Creamer – Director	Mairecait Binienda - Teacher
Melanie Gage -Teacher	

gb #8-169 - Administration
(May 21, 2018)

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

VI. REPORT OF THE SUPERINTENDENT

ROS #8-8 - Administration
(May 21, 2018)

SCIENCE AND ENGINEERING INITIATIVES

VII. COMMUNICATIONS AND PETITIONS - NONE

VIII. REPORTS OF THE STANDING COMMITTEES

The Standing Committee on Finance and Operations met in a public Budget Hearing format at 7:00 p.m. on Monday, May 21, 2018 in Room 410 at the Durkin Administration Building.

The Joint Standing Committee on Finance and Operations and the City Council's Standing Committee on Education met at 5:00 p.m. on Wednesday, May 30, 2018 in Room 410 at the Durkin Administration Building.

IX. PERSONNEL - NONE

ACTION

X. GENERAL BUSINESS

ACTION

gb #6-270.1 - Administration/Mr. O'Connell/Mr. Foley
(May 22, 2018)

Response of the Administration to the request to consider an allocation of certain extra funds allotted by the Senate Ways and Means Committee, that were not included in the FY19 Budget, for the 2018 Summer School Programs.

gb #8-123.1 - Administration/Administration
(May 22, 2018)

To consider the proposed FY19 Budget.

gb #8-152.1 - Administration/Mr. O'Connell/Miss Biancheria/
Mr. Comparetto/Mr. Foley/Miss McCullough/
Mr. Monfredo
(May 30, 2018)

Response of the Administration to the request to appropriate funds received from the State's grant to the Worcester Public Schools "to assist districts serving students from Puerto Rico and the U.S. Virgin Islands who were displaced by last Fall's hurricanes."

gb #8-160.1 -Administration/Mr. Monfredo/Miss Biancheria/
Mr. Comparetto/Miss McCullough/Mr. O'Connell
(May 25, 2018)

Response of the Administration to the requests to:

- inform the schools about "Reading in our City Week," which will take place from June 10 through June 16 and
- to read a Mayor's Proclamation at the School Committee Meeting on June 7, 2018 to commemorate the event.

gb #8-161.1 - Administration/Mr. O'Connell/Mr. Foley
(May 22, 2018)

Response of the Administration to the requests to:

- provide a proposed Budget recommendation prior to the Budget deliberation for middle school sports for FY20 and for summer school sport opportunities for 2018.
- provide the estimated cost for a tiered summer school sports program and seek Community Partners to sponsor such a program.

X. GENERAL BUSINESSACTION

gb #8-170 - Miss McCullough/Mr. Monfredo/
Miss Biancheria/Mr. Foley/Mayor Petty
(May 9, 2018)

To forward letters of recognition to:

- the following Worcester Technical High School's TechFair winners:

OVERALL WINNERS

1st place	Gabriela Rodriguez	Finance and Marketing
1st place	Crystal Fernandez Duval	Finance and Marketing
2nd place	Abe-Gayle James	Drafting
2nd place	Gabby James	Allied
3rd place	Sean O'Connor	Programming
4th place	Lili Zhao	Allied
4th place	Henry Nguyen	Allied
5th place	David Rinquist	Web Development

Programming/Web Development:

1st	Sean O'Connor (Programming)
2nd	David Rinquist (Web Development)
3rd	Marino Fernandez (Web Development)

Finance & Marketing:

1st	Gabriela Rodriguez
1st	Crystal Fernandez Duval
2nd	Tori Plikunas
2nd	Cole Wagner
3rd	Willeisha Rodriguez
3rd	Kelly Torres

Painting & Design:

1st	Vivienne Charpentier
2nd	Valerie Otero
2nd	Jennifer Nguyen
2nd	Emma Sjoberg
3rd	Mackenzie Murray

Allied and Mixed Shop:

1st	Abe-Gayle James	Drafting
1st	Gabby James	Allied
2nd	Lili Zhao	Allied
2nd	Henry Nguyen	Allied
3rd	Leon Li	Culinary

(Miss McCullough)

- the students from Worcester Arts Magnet School for having won the Vex Robotics Championship (Miss McCullough)
- the following members of the Junior Girls Scout Troop who were recognized by the Massachusetts Department of Children and Family with the Ella's Kids Helping Kids Award:

Sara Baker	Amaya Boudouani
Madison Braley	Anna Diggins
Delaney Quinn	Carolyn Somers
Abby Vray	
Troop leaders: Wendy Quinn and Stephanie Braley	
(Miss McCullough)	

X. GENERAL BUSINESS

ACTION

- the following schools who have a chronic absenteeism rate for the year of less than six percent:

Flagg Street	Heard Street Discovery Academy
Lake View	May Street
Midland Street	Nelson Place
Tatnuck Magnet	Thorndyke Road
Worcester Arts Magnet	Worcester Technical High (Mr. Monfredo)

- the Green Reapers Robotics Team from Burncoat High School for ranking 31st out of 60 at the Robotic competition held at WPI. (Mr. Monfredo)
- the following students who received scholarships from the Worcester Latino Dollars for Scholars Program:

-

Burncoat High School

Josue Mendoza - Assumption College
Christopher Ortiz – Gordon College
Yazmin Soto - Worcester State University

Claremont Academy

Steven Robles – University of Massachusetts Amherst
Oscar Rosario – University of Massachusetts Lowell
Taisha Santiago-Anna Maria College

Doherty Memorial High School

Carlos Dominguez - Quinsigamond College

North High School

Aminatou Barry De la Cruz - Fitchburg State University
Kenia Carvajal - Quinsigamond Community College

South High Community School

Chris Nieves - Brown University
Betzabe Vasquez Grande – University of Massachusetts
Lowell

Worcester Technical High School

Daishaniese Rivera - Assumption College
Jennifer Lopez - Salem State University
Lesly Santander - Anna Maria College (Mr. Monfredo)

gb #8-171 - Administration
(May 9, 2018)

Request that the Superintendent be granted the annual authorization to make the final year end transfers necessary to balance surplus and deficit accounts for the fiscal year ending on June 30, 2018.

GENERAL BUSINESS (continued)

ACTION

gb #8-172 - Administration
(May 14, 2018)

To approve a prior fiscal year payment in the amount of \$3,750.10 made payable to the Milford Maine School District.

gb #8-173 - Miss Biancheria/Mr. Monfredo
(May 14, 2018)

Request that the Administration provide a report on the number of employees in the Worcester Public Schools who are on administrative leave.

gb #8-174 - Miss McCullough/Miss Biancheria/Mr. Foley/
Mr. Monfredo
(May 15, 2018)

Request that the Administration review the overall Dress Code Policy and update it, if appropriate.

gb #8-175 - Mr. Monfredo/Miss McCullough/Miss Biancheria/
Mr. Foley/Mayor Petty
(May 15, 2018)

To set a date to recognize:

- Donna Lombardi, Director of School Nutrition, and the following schools for having received the Healthy Start Award from the Eos Foundation:
 - Belmont Street Community School - Susan Hodgkins, Ed.D.
 - Canterbury Street Magnet Computer-Based School - Mary Sealey
 - Chandler Elementary Community School - Jessica Boss
 - Clark Street Developmental Learning School - Fjodor Dukaj
 - Goddard School of Science and Technology - Kerrie Allen, Ed.D.
 - Lincoln Street School - Shannon Conley
 - Francis J. McGrath Elementary School - Paula Gibb-Severin
 - Rice Square School - Susan Donahue
 - Union Hill School - Ishmael Tabales
 - Wawecus Road School - Joanna Loftus (Mr. Monfredo)

- Gazette Student Achievers:
 - Anton Deti – University Park Campus School
 - Nancy Huynh – North High School
 - Diane Khong - Burncoat High School
 - Anh Nguyen - Claremont Academy
 - Henry Rich – South High Community School
 - Herlin Rijo – Worcester Technical High School (Miss McCullough)

GENERAL BUSINESS (continued)

ACTION

gb #8-176 - Administration
(May 22, 2018)

To accept the following donations:

- \$275.00 from Hanioti Licensee Inc/Dairy Queen to Belmont Street School
- \$266.16 from BW Shrewsbury Operations LLC/Buffalo Wild Wings to Tatnuck Magnet School
- \$2,666.00 from the United Way to Burncoat Preparatory School
- \$200.00 from Clark University to University Park Campus School to help fund a field trip
- \$1,333.00 from the United Way to Worcester Technical High School
- \$500.00 Incentive Prize from WEDF to the Academic Center for Transition (ACT)
- \$490.00 from the various donors to the Special Education Transition Program
- \$500.00 from the Eos Foundation to each of the following schools for their commitment to support universal free, after the bell, breakfast in the classroom (BIC) as a powerful tool to fight childhood hunger and boost academic achievement:
 - Belmont Street Community School
 - Canterbury Street Magnet Computer-Based School
 - Chandler Elementary Community School
 - Clark Street Developmental Learning School
 - Goddard School of Science and Technology
 - Lincoln Street School
 - Francis J. McGrath Elementary School
 - Rice Square School
 - Union Hill School
 - Wawecus Road School
- \$4,215.09 from the Worcester Historical Museum/Pow! Wow! Worcester to the WPS Visual Arts Department
- \$100.00 from Marjorie & David Cohen to South High Community School's Food Pantry

GENERAL BUSINESS (continued)

ACTION

gb #8-177 - Administration
(May 25, 2018)

To accept the Program Support Grant in the amount of \$10,000.00 from Unum to Sullivan Middle School to provide services to students and families that will improve their overall health and wellness.

gb #8-178 - Administration
(May 25, 2018)

To accept the SWAT-SHINE Grant from the Community Foundation of North Central Massachusetts in the amount of \$17,000.00 to develop and implement activities and events to promote mental health and wellness for all students in the Worcester Public Schools.

gb #8-179 - Mr. Comparetto/Mr. Foley/Mr. Monfredo
(May 30, 2018)

Request that the Administration provide a report on suspensions.

gb #8-180 - Mr. Comparetto/Mr. Foley/Mr. Monfredo
(May 30, 2018)

To consider establishing a committee, in conjunction with the Administration, to reduce school suspensions.

gb #8-181 - Miss Biancheria/Miss McCullough/Mr. Monfredo
(May 30, 2018)

Request that the Administration provide a copy of the report contained in the FY19 Budget, prepared by an outside consultant, regarding the feasibility of combining certain city and school departments.

GENERAL BUSINESS (continued)

ACTION

gb #8-182 - Administration
(May 30, 2018)

To consider approval of the Job Description for the Focused Instructional Coach (Blended Learning & Digital Media).

gb #8-183 - Administration
(May 30, 2018)

To consider approval of the Job Description for the Department Head-Adult Education Programs.

gb #8-184 - Administration
(May 30, 2018)

To consider approval of the Job Description for the Child Study Supervisor.

gb #8-185 - Administration
(May 30, 2018)

To consider approval of the Job Description for the Turnaround Coach.

gb #8-186 - Administration
(May 30, 2018)

To consider approval of the Job Description for the Pathways Specialist.

gb #8-187 - Administration
(May 30, 2018)

To consider approval of the Job Description for the Director, Innovation Pathways.

gb #8-188 - Administration
(May 30, 2018)

To consider approval of the Job Description for the Licensed Practical Nurse (LPN).

gb #8-189 - Administration
(May 30, 2018)

To consider approval of the Job Description for the Certified Nursing Assistant (CNA) or Medical Assistant (MA).

GENERAL BUSINESS (continued)

ACTION

gb #8-190 - Administration
(May 30, 2018)

To consider approval of the Job Description for the Clinical Care Coordinator.

gb #8-191 - Administration
(May 30, 2018)

To consider approval of the Job Description for the Coordinator of Night Life.

gb #8-192 - Administration
(May 30, 2018)

To consider approval of the Job Description for the Director of Human Resource.

gb #8-193 - Executive Session (Administration)
(May 30, 2018)

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

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

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

To discuss strategy with respect to collective bargaining for EAW-Tutors, if an open meeting may have a detrimental effect on the collective 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, May 17, 2018
Agenda #14

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, May 17, 2018.

There were present at the Call to Order:

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

The invocation was given by Pastor Kris Casey of Adams Square Baptist Church.

The Pledge of Allegiance was offered and the National Anthem was sung by the Burncoat High School Quadrivium.

IMMEDIATE ACTION

- | | | |
|----|---|--------------|
| 1. | <p><u>gb #8-126.1</u> - Administration/Mr. Monfredo/
Mr. O'Connell/Miss Biancheria/
Mr. Comparetto/Miss McCullough/
Mayor Petty
(May 8, 2018)</p> | Recognitions |
|----|---|--------------|

To recognize:

- The Worcester Railers Ice Hockey Team for the "Skate to Success" program that impacted more than 2,000 fourth grade students. (Mr. Monfredo)
- Burncoat High School's Quadrivium and David Twiss Director, for placing first in the a cappella competition, sponsored by the Worcester Educational Collaborative, at its third annual event. (Mr. Monfredo)
- the volunteers of Working for Worcester Program, sponsored by the College of the Holy Cross, for their tremendous work on various projects that benefit the children of the Worcester Public Schools. (Mr. O'Connell)

- the four recipients of Dell Scholarships of \$20,000.00 each in addition to mentors during their college years.
(Mr. O’Connell)

Mayor Petty and Superintendent Binienda presented certificates to the Worcester Railers Ice Hockey Team, the Burncoat High School’s Quadrivium and the recipients of the Dell Scholarship.

The Recognition for the Volunteers of Working for Worcester Program was held for the School Committee on Thursday, June 7, 2018.

Key to the City/
Lorenzo
Hernandez

2. Mayor Petty presented Lorenzo Hernandez, Ex-Officio member of the School Committee, with the Key to the City and thanked him for his excellent input at School Committee meetings.
3. It was moved and voice voted to suspend rules to take up the following items out of order and consider them together and also to allow individuals to speak on these items:

Team Sports/
middle schools

gb #8-161 - Mr. Comparetto/Mr. Foley/
Miss McCullough/
Mr. Monfredo/Mr. O’Connell
(May 9, 2018)

Request that the Administration study the feasibility of developing partnerships with Recreation Worcester and other municipal or non-municipal organizations in order to create more team sports in Worcester’s middle schools.

gb #8-162 - Mr. Comparetto/Mr. Foley/
Miss McCullough/
Mr. Monfredo/Mr. O'Connell
(May 9, 2018)

Course
Performance in
the Middle School

To consider a review of a report entitled
Extracurricular Participation and Course
Performance in the Middle Grades: A Study of Low-
Income, Urban Youth by Kate Schwartz.

gb #8-163 - Mr. Comparetto/Mr. Foley/
Miss McCullough/
Mr. Monfredo/Mr. O'Connell
(May 9, 2018)

City Hoops
Program

Request that the Administration provide a report
regarding the process of bringing together various
private and public groups to develop middle school
athletic programming as highlighted in the Worcester
Magazine's article entitled The Case For Middle
School Sports: Can City Hoops Spark a Rebound?

Councilor King, Ms. Gem, Ms. Rodrigues and Ms.
Quinn offered testimony on the importance of
middle school sports.

Mr. Comparetto stated that school sports help
reduce suspension rates, dropout rates, juvenile
arrests, and can lead to better academic
achievement if all students have access to school
sports.

Mr. O'Connell made the following motion:

Request that the Administration provide a proposed Budget recommendation prior to the Budget deliberation for middle school sports for FY20 and for summer school sport opportunities for 2018.

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

Mr. Foley added that the Administration provide the estimated cost for a tiered summer school sports program and seek Community Partners to sponsor such a program.

It was moved and voice voted to refer these items to the Standing Committee on Teaching, Learning and Student Supports.

IMMEDIATE ACTION

Student
Representatives

- 4. gb #8-150 - Administration
(May 8, 2018)

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

It was moved and voice voted to file the item.

- 5. REPORT OF THE SUPERINTENDENT

Report of the
Superintendent/
Process for the
District's Site
Visits

- ROS #8-7 - Administration
(May 8, 2018)

AN OVERVIEW OF THE PROCESS FOR THE
DISTRICT'S SITE VISITS

Miss Biancheria made the following motion:

Request that the Administration provide an updated report in December 2018 and in March 2019 in a Friday Letter indicating the success of the District's Site Visit and ways in which it can be improved.

On a voice vote, the motion was approved.

Superintendent Binienda stated that parents don't see the report because this is a confidential self-study between the faculty and the district team. What the parents would see is the identified needs of the school and what the goals are going to be. The parents will be informed as to how the school intends to resolve the needs.

6. APPROVAL OF RECORDS

aor #8-10 - Clerk
(May 4, 2018)

Minutes/
approval of

To consider approval of the Minutes of the School Committee Meeting of Thursday, April 26, 2018.

It was moved and voice voted to approve the Minutes of the School Committee Meeting of Thursday, April 26, 2018.

aor #8-11 - Clerk
(May 8, 2018)

Minutes/
approval of

To consider approval of the Minutes of the School Committee Meeting of Thursday, May 3, 2018.

It was moved and voice voted to approve the Minutes of the School Committee Meeting of Thursday, May 3, 2018.

7. REPORT OF THE STANDING COMMITTEE

The Standing Committee on Teaching, Learning and Student Supports met at 5:00 p.m. on Monday, May 14, at the Durkin Administration Building in Room 410.

Mandarin Chinese

gb #4-259 - Mr. O'Connell/Mr. Foley/Mr. Monfredo/Miss Biancheria (September 17, 2014)

To initiate a course in Mandarin Chinese at the Advanced Placement level, offered either in a customary classroom setting or through Virtual High School.

Mr. Monfredo and Miss McCullough made the following motion:

Request that the Administration provide a report on the number of students who will take a Mandarin Chinese course through the Virtual High School Program.

On a voice vote, the motion was approved.

Mr. Monfredo made the following motion:

Request that the Administration study the feasibility of establishing of a Foreign Exchange Program which will include a teacher who will instruct interested students in Mandarin Chinese.

On a voice vote the motion was approved.

Mr. O'Connell made the following motion:

Request that the Administration provide the responses to the motions in June 2018.

On a voice voted the motion was approved.

gb #6-264 - Mr. O'Connell/Mr. Foley/Mr. Monfredo/Ms. Colorio/Miss McCullough/Miss Biancheria (July 6, 2016)

Gifted Students

To consider opportunities to enhance the education of the academically gifted students of the Worcester Public Schools, at all appropriate levels.

Mr. Monfredo made the following motion:

Request that the Administration provide a report regarding the after school opportunities for students in literacy and math.

On a voice vote, the motion was approved.

Mr. O'Connell made the following motion:

Request that the Administration forward a report on the initiatives at the elementary level for academically gifted students.

On a voice vote, the motion was approved.

In response to Mr. O'Connell's request to provide more challenging work for academically gifted students at the elementary level, Dr. O'Neil stated that she would forward information regarding approaches for differentiated instruction that are contained in the Read Side by Side and Fountas and Pinnell books.

Hold for a report in June 2018.

gb #6-270 - Mr. Monfredo/Mr. O'Connell/Ms. Colorio/Miss McCullough/Miss Biancheria (July 22, 2016)

Summer School Programs

Request that the Administration provide a report on the summer school programs to include:

- academic progress
 - attendance
 - community involvement
 - engagement of colleges in summer activities
 - number of ELL students
 - number of grade 1 and 2 students
- and suggest improvements for next year.

Mr. Monfredo made the following motion:

Request that the Administration provide a report on the success of the 2018 Summer School Programs in order to prioritize needs for the 2019 Summer School Programs to include:

- a change to a 5 or 6 week Summer Program rather than a 3 week one
- recruitment of 1st and 2nd graders for Summer School Programs
- emphasis to the parents during the "Reading in our City Week" of the importance of Summer School
- interaction with the interfaith leaders, various agencies like Worcester Art Museum, Broad Meadow Brook and social agencies like the Boys and Girls Club and United Way to provide educational opportunities to the students in the Worcester Public Schools
- an advertisement of the Summer School Programs on the bookmobiles
- ConnectEd messages regarding summer reading on a weekly basis
- interaction with the City Manager, business partners and others regarding funding for this program

On a voice vote, the motion was approved.

Mr. Monfredo made the following motion:

Request that the Administration include information regarding the Tenacity Program on the website and forward e-mails and fliers to principals to share with the students.

On a voice vote, the motion was approved.

Miss McCullough made the following motion:

Request that the Administration forward the information to families regarding the Free Fun Friday activities.

On a voice vote, the motion was approved.

Mr. O'Connell made the following motions:

Request that the Administration prepare a proposed 2019 Budget for a comprehensive 6 week Summer School Program.

Request that the Administration interact with the following Colleges and Universities to determine ways to involve them in the Summer School Programs or invite them to a meeting of the Standing Committee on Teaching, Learning and Student Supports to discuss possible collaborative efforts to enrich the Summer School Programs in the Worcester Public Schools:

- The College of the Holy Cross
- WPI
- Worcester State University
- UMASS Medical School
- Nickels College University
- Becker College
- Anna Maria College
- Quinsigamond Community College
- Clark University
- Fitchburg State University

On a voice vote, the motions were approved.

Mr. O'Connell made the following motions:

Request that the Administration appropriate the extra funds allotted by the Ways and Means Committee, that were not included in the FY19 Budget, for the 2018 Summer School Programs.

Request that the Administration provide a report on the above mentioned motions in August 2018.

On a voice vote, the motions were approved.

gb #6-334 - Miss McCullough/Mr. O'Connell/Mr. Monfredo/Miss Biancheria (September 26, 2016)

Citywide Girl's Ice Hockey Team

Request that the Administration consider the feasibility of establishing a citywide girl's ice hockey team.

Mr. O'Connell made the following motions:

Request that the Administration provide a status report on the success of the Girl's Ice Hockey Team in a Friday Letter in the Fall of 2019.

On a voice voted the motion was approved.

FILE.

PEAK Program

gb #7-59 - Mr. O'Connell/Mr. Monfredo/Miss Colorio/Miss Biancheria/Miss McCullough (February 6, 2017)

To reestablish the PEAK ("Providing Enrichment for Able Kids") Program in the Worcester Public Schools.

Hold for a report in June 2018.

Worcester: Future Teachers Program/expand

gb #8-94 - Mr. Monfredo/Miss McCullough/Mr. O'Connell (March 2, 2018)

Request that the Administration consider expanding the Worcester: Future Teachers Program in conjunction with Worcester State University in an effort to recruit the best and brightest students.

Mr. Monfredo made the following motion:

Request that the Administration meet with students from the local colleges and universities, in their junior year to interest them in a teaching career in the Worcester Public Schools.

Request that teachers interact with the students in the Worcester: Future Teachers Program to describe the teaching profession and to interest students to pursue this career.

On a voice vote, the motion was approved.

Miss McCullough made the following motion:

Request that the Administration conduct a Career Fair to recruit students to become teachers and publicize it to area college students.

On a voice vote, the motion was approved.

Mr. O'Connell made the following motion:

Request that the Administration contact a representative from the College of the Holy Cross to have their practitioners visit schools to encourage students to consider teaching as a career.

On a voice voted, the motion was approved.

Hold for the Summer of 2018.

SCHOOL COMMITTEE ACTION

The School Committee approved the action of the Standing Committee on Teaching, Learning and Student Supports as amended.

gb #6-270

Summer School
Programs

Superintendent Binienda indicated that if the Worcester Public Schools receives an increase of 3 million dollars, the funds would be utilized to hire 44 new teachers.

Mr. Foley indicated that he would like to utilize the additional monies for classroom purposes not for Summer Programs.

Mr. O'Connell made the following amendment to his initial motion:

Initial Motion:

Request that the Administration appropriate the extra funds allocated by the Senate Ways and Means Committee, that were not included in the FY19 Budget, for the 2018 Summer School Programs.

Amended motion:

Request that the Administration **recommend** an allocation of certain extra funds allotted by the Senate Ways and Means Committee, that were not included in the FY19 Budget, for the 2018 Summer School Programs.

Mr. Foley made the following amendment to Mr. O'Connell's amended motion:

Request that the Administration **consider** an allocation of certain extra funds allotted by the Senate Ways and Means Committee, that were not included in the FY19 Budget, for the 2018 Summer School Programs.

On a voice vote, the motion as amended was approved and referred to the Administration for a report prior to the Budget deliberation.

On a roll call of 7-0, the Standing Committee on Teaching, Learning and Student Supports was approved as amended.

8. PERSONNEL

Appointments

8-28 The Superintendent has APPOINTED the persons named below to the position of Aide to the Physically Handicapped, permanent/fulltime at a salary of \$16.38 (minimum) to \$20.18 (maximum) per hour, from Civil Service List #318-005, effective as follows:

Jacquez, Greisy	04/30/2018
Salas, Angela	05/03/2018

It was moved and voice voted to file Personnel Item 8-28.

GENERAL BUSINESS

9. gb #7-355.1 - Administration/Mr. O'Connell
(April 3, 2018) Free Driver's
Education Courses
- Response of the Administration to a request to seek grant opportunities for free driver's education courses, in conjunction with input from the petitioner Lorenzo Hernandez.
- It was moved and voice voted to accept the file the item.
10. gb #8-93.1 - Administration/Miss Biancheria/
Miss McCullough/Mr. Monfredo/
Mr. O'Connell Earth Day
(May 9, 2018) Activities
- Response of the Administration to the request to provide a report on the students' participation with Earth Day activities including projects completed at school sites with support from the community.
- It was moved and voice voted to accept the file the item.
11. gb #8-151 - Miss McCullough/Miss Biancheria/
Mr. Comparetto/Mr. Foley/
Mr. Monfredo/Mr. O'Connell Vocational/
(April 26, 2018) Technical
Opportunities
- Request that the Administration provide a progress report regarding additional vocational/technical opportunities for students not admitted to Worcester Technical High School.
- Superintendent Binienda indicated that she would forward a copy of the Innovation Career Pathway Grant to the School Committee members.

Miss Biancheria requested that the Administration provide a progress report in a Friday letter regarding the three year Innovation Career Pathway Grant.

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

Funds/
Puerto Rico and
U.S. Virgin Islands

12. gb #8-152 - Mr. O'Connell/Miss Biancheria/
Mr. Comparetto/Mr. Foley/
Miss McCullough/Mr. Monfredo
(April 26, 2018)

To appropriate funds received from the State's grant to the Worcester Public Schools "to assist districts serving students from Puerto Rico and the U.S. Virgin Islands who were displaced by last Fall's hurricanes."

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

Strategic Plan

13. gb #8-153 - Mr. O'Connell/Miss Biancheria/
Mr. Comparetto/Mr. Foley/
Miss McCullough/Mr. Monfredo
(April 26, 2018)

To review the recommendations of the proposed Strategic Plan and assign them to appropriate Standing Committees of the School Committee, and/or to the Administration, for further analysis, consideration, discussion, and development.

It was moved and voice voted to refer the item the Administration for a response at the School Committee meeting on Thursday, June 21, 2018.

- 14. gb #8-154 - Mr. O’Connell/Miss Biancheria/
Mr. Comparetto/Mr. Foley/
Miss McCullough/Mr. Monfredo
(May 1, 2018)

Parent Advisory
Council/establish

To establish an English Learner Parent Advisory Council, in compliance with Section 56 of Chapter 138 of the Acts of 2017 (“An Act Relative to Language Opportunity for our Kids”).

It was moved and voice voted to refer the item to the Standing Committee on Governance and Employee Issues.

- 15. gb #8-155 - Administration
(May 1, 2018)

Prior Fiscal Year
Payment/Special
Education Student

To consider approval of a prior fiscal year payment in the amount of \$1,496.50 for services rendered to a Special Education student who was placed in the Uxbridge Public Schools.

It was moved to approve the item.

On a roll call the vote was as follows:

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

Against the motion:	<u>0</u> 7
---------------------	---------------

The motion carried.

- 16. gb #8-156 - Mr. Monfredo/Miss Biancheria/
Mr. Comparetto/Mr. Foley/
Miss McCullough/Mr. O’Connell/
Mayor Petty
(May 2, 2018)

Recognitions/
forward letters

To forward letters of recognition to:

- South High Community School's Johnetta Smith, Band Director and Angela Poirier, Choral Director and their talented students for an outstanding Spring Concert.
(Mr. Monfredo)

- the 2018 Outstanding Seniors in the Arts selected by their secondary schools and to Lisa Leach, Performing Arts Liaison and Timmary Leary, Visual Arts Liaison for coordinating the 61st Art Festival event:

<u>Burncoat High School</u> Danielle DeSantis Liam Keaney Ryan McCarthy Kelleigh Levesque Riff Lehto <u>Doherty Memorial High School</u> Emma Comeaux Andrew Farrington Benjamin Black <u>South High Community School</u> Zachary Roy Bonnie Vega Santiago Henry Rich Charisma Lai <u>Worcester Technical High School</u> Natalia Godoy Liam Carmody Mariah Donahue Arianna Cheng Ruiz	<u>Claremont Academy</u> Bob Nusah Keyla Bianco <u>North High School</u> Joshua Tekpeh Tessa Mina Alejandro Quinones Nancy Huynh <u>University Park Campus School</u> Juan Adolphe (Mr. Monfredo)
---	---

- the MetroGnomes Musical Group from Worcester Arts Magnet School and Chrysanthe Manuel, music teacher and Cathy Taylor dance teacher for placing 2nd in the Easter Show Choir Competition which was held in Waltham, Ma.
(Mr. Monfredo)

- to the Board of Directors at the Worcester Public Library for their participation in the Worcester Pubic Schools Art Exhibit and for the use of their facility to display the outstanding art work by students in the Worcester Public Schools. (Miss Biancheria)

It was moved and voice voted to forward letters of recognition.

17. gb #8-157 - Administration
(May 7, 2018)

Donations

To consider approval of the following donations:

- \$4,000.00 from the WEDF for the Leap Program in collaboration with the Worcester Art Museum
- \$250.00 from donors to Heard Street Discovery Academy for the purchase of a new classroom rug
- \$1,000.00 from donors to a Doherty Memorial High School football player in memory of Thomas Walles
- \$1,000.00 from Alliance Energy LLC to Grafton Street School
- \$1,000.00 from a Foundation to the Goddard Scholars Academy for the purchase of a tuba for the their Band
- to Woodland Academy:
 - \$122.31 from CEC Entertainment Inc.
 - \$250.00 from the College of the Holy Cross
 - \$2,583.87 from the City of Worcester for being selected as a recipient of a Worcester Arts Council 2018 Award for their project "Making the Impossible Possible"

- to Tatnuck Magnet School:
 - \$4.50 from Box Tops for Education
 - \$85.00 from various donors
 - \$300.00 from I.U.O.E Local No. 4 Social Action Committee
 - \$500.00 from Country Bank

Mr. O’Connell made the following motions:

Request that the Administration forward letters of appreciation to of all the donors.

Request that a portion of the item be amended as follows:

\$1,000.00 from donors **to award a scholarship** to a Doherty Memorial High School football player in memory of Thomas Waller

On a voice vote, the motions were approved as amended.

On a roll call the vote was as follows:

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

Against the motion:	<u>0</u> 7
---------------------	---------------

The motion carried.

High-Quality
Instructional Grant

18. qb #8-158 - Administration
(May 7, 2018)

To accept the High-Quality Instructional Grant in the amount of \$20,000.

It was moved to approve the item.

On a roll call the vote was as follows:

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

Against the motion: $\frac{0}{7}$

The motion carried.

- 19. gb #8-159 - Administration Donation/
(May 7, 2018) Berkshire Bank

To accept a donation in the amount of \$500,000 from Berkshire Bank (successor to Commerce Bank and Trust Company) to extend the 2007 Donation Agreement to December 31, 2028 and to make certain improvements to Commerce Bank Field at Foley Stadium.

Mr. O'Connell made the following motion:

Request that the Administration forward a letter of appreciation to Berkshire Bank.

On a voice vote, the motion was approved.

It was moved to approve the item.

On a roll call the vote was as follows:

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

Against the motion: $\frac{0}{7}$

The motion carried.

Reading in our
City Week

20. gb #8-160 - Mr. Monfredo/Miss Biancheria/
Mr. Comparetto/Miss McCullough/
Mr. O'Connell
(May 8, 2018)

Request that the Administration inform the schools about "Reading in our City Week," which will take place from June 10 through June 16 and read a Mayor's Proclamation at the School Committee Meeting on June 7, 2018 to commemorate the event.

Mr. Monfredo requested that the Administration promote summer reading by:

- putting posters at stores and social agencies
- doing weekly ConnectEd messages in June, July and August
- contacting Interfaith and Community Agencies about the summer reading list and
- forwarding math activities for the summer months

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

JROTC Program

21. gb #8-164 - Miss Biancheria/Miss McCullough/
Mr. Monfredo/Mr. O'Connell
(May 9, 2018)

Request that the Administration provide a report on the JROTC programs and include ways to actively promote interest at the middle school level for high school participation in this program.

It was moved and voice voted to refer the item to the Standing Committee on Teaching, Learning and Student Supports.

22. gb #8-165 - Administration
(May 9, 2018)

Executive Session

To discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the governmental body, to conduct strategy sessions in preparation for negotiations with nonunion personnel, to conduct collective bargaining sessions or contract negotiations with nonunion personnel.

It was moved and voice voted to file the item.

The meeting adjourned at 9:30 p.m.

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

Science and Technology/Engineering Initiatives

June 7, 2018

Engineering is Elementary (EiE)

Worcester was invited to join the Boston Museum of Science Engineering is Elementary (EiE) DELL Scholarship grant program in the summer of 2016. EiE engineering units start with a story about a young person somewhere in the world who faces a “real world” problem. Students relate with the character and the problem, and then use simple materials and the engineering design process to create solutions to the problem. Students learn to build and test prototypes and then reflect on and improve their designs. By the end of next year, eighteen schools and more than sixty four teachers will be trained and implementing this great curriculum thanks to the DELL Scholarship grant and the Boston Museum of Science.

Project Lead the Way

Project Lead the Way grants have supported the engineering curriculum at Doherty Memorial High School and the computer science curriculum at Worcester Technical High School. Jacob Hiatt Magnet School will pilot elementary level curriculum next year.

Curriculum Enrichment – Tower Hill, Broad Meadow Brook, EcoTarium

Over 6,000 students in grades 2, 6, and 7 visited the Tower Hill Botanic Gardens, The Massachusetts Audubon Center at Broad Meadow Brook, and the EcoTarium this year. Curriculum materials aligned to Massachusetts grade level science standards were created for classroom use, to prepare students for the trip to each institution. Students had opportunity to see science in the real world, as they measured trees and calculated oxygen production, studied watersheds, explored the great diversity of plant life, and looked at what’s involved in engineering a city. These experiences were made possible through the generosity of local foundations in partnership with WEDF and the Worcester Cultural Coalition member organizations.

Biotechnology

The Massachusetts Life Science Center offered Worcester a \$45,000 grant to develop an afterschool “lab readiness” program with the goal of preparing students for paid summer internships at local universities and biotechnology companies. Three Worcester Technical High School biotechnology instructors created the curriculum and then worked eight weeks after school and Saturdays with twenty one students from North High School, Doherty Memorial High School, and Worcester Technical High School. Teachers from North and Doherty participated in each session and were supported by the biotechnology instructors, as they developed new curriculum for the biotechnology elective courses at their respective high schools.

Robotics

The enthusiasm for the elementary robotics program is incredible. This year saw thirteen schools and over 235 students participate in the ten weeks of problem solving, teamwork, robotic design and testing, with the final tournament at the new Nelson Place School. This program reaches such a diverse group of students and all of the teachers who coach in this program, report how thrilled they are to see students who may struggle in the classroom, excel with the expectations and demands of the robotics program.

Envirothon

The Envirothon is Massachusetts’ leading natural resource education program for high school students, emphasizing hands-on, team-oriented problem solving and community involvement, that prepares young people for environmental careers and active citizenship. More than thirty teams representing communities from Boston to the Berkshires, prepare throughout the school year, then come together in May at the annual Massachusetts Envirothon competition to demonstrate what they’ve learned about the environment and environmental issues. At the state competition this May, the team from Doherty Memorial High School received an overall sixth place award for their work on watersheds, water infrastructure, and the impact of recent damaging storms in their community.

Regional and State Science and Engineering Fairs

Last spring Superintendent Binienda challenged the science department to support more students in doing independent research projects for Regional and State Science and Engineering Fairs. With a grant and support from the Massachusetts State Science Fair, teachers were able to take advantage of professional development courses, and then provide afterschool support for students in all of our middle and high schools. Mentors from local colleges and industry met with students over the school year, and the result was a huge increase in participation at Regional and State Science and Engineering Fairs. At the high school level, all seven schools sent students to the Regional at WPI with several projects going on to the State level competition. Students from Burncoat High School received awards at both the Regional event at WPI and the State competition at MIT. For the Middle School Regional event, there was a record number 115 projects representing all six middle schools and thirteen elementary schools, with the Grand Prize Award going to a student at Sullivan Middle School. Overall, Worcester students received eleven awards competing against the best school districts in Central Massachusetts and one prestigious award at the state level!

Family Involvement and Partnerships

All of these amazing programs fostered family involvement. Students showcased their newly acquired laboratory skills at the culminating event for the Biotechnology program. The Robotics Tournament saw a huge turnout of family members cheering on the 235 students. With the Regional Science Fair held locally at WPI, families were able to see their young scientists and engineers in an environment of high expectations. Successful partnerships with colleges, industry, and funders enabled our students to have these rich experiences in science and technology/engineering.

You do the math: Family support and encouragement + funding and partnerships + great teachers and experiences = student readiness for futures in STEM!

The background of the page is a dark grey color. It features several faint, light grey technical diagrams. On the left side, there is a large circular scale with numerical markings from 140 to 260 in increments of 10. The scale has a dashed line and an arrow pointing to the right. To the right of the scale, there are several circular diagrams with dashed lines and arrows, some of which appear to be part of a larger mechanical or engineering drawing. The overall aesthetic is technical and scientific.

WORCESTER PUBLIC SCHOOLS

2017-18

SCIENCE AND ENGINEERING INITIATIVES

SCIENCE AND TECHNOLOGY/ENGINEERING (STE) INITIATIVES

- Engineering is Elementary
- Curriculum enrichment at Tower Hill, Broad Meadow Brook, EcoTarium
- Biotechnology Lab Readiness Program
- Robotics
- Envirothon
- Science and Engineering Fairs at WPI



SCIENCE AND TECHNOLOGY/ENGINEERING (STE)



DELL Grant with EiE and

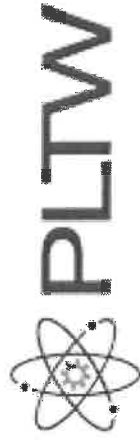
Boston Museum of Science

2016-17: 5 schools, 10 teachers

2017-18: 7 more schools, 24 more teachers

2018-19: 6 more schools, 30 more teachers

(18 schools, 64 + teachers)



PLTW Grants

Doherty HS

ETA Engineering Programs

Worcester Technical HS

Computer Science

Jacob Hiatt Magnet School

SCIENCE AND TECHNOLOGY/ENGINEERING (STE)



Engineering
is Elementary

The EiE
Curriculum

Developed by the Museum of Science, Boston

Dell Scholarship Grant = \$57,600

- EiE starts with a story
- Students solve a real world problem
- Use engineering design process
- Developed at the Boston Museum of Science



SCIENCE AND TECHNOLOGY/ENGINEERING (STE)



**EiE - Lincoln Street School - Grade 4
Designing Blades for a Wind Turbine**



SCIENCE AND TECHNOLOGY/ENGINEERING (STE) CURRICULUM ENRICHMENT

Grade 2 - Tower Hill Botanic Garden (1,854 students)

Grade 6 – Real Math Real Science at the EcoTarium (1,874 students)

Grade 7 – Champion Trees/Watershed Ecology

at Broad Meadow Brook (1,784 students)

Endowment scholarships for 700 5th graders to visit EcoTarium



MASSACHUSETTS LIFE SCIENCE CENTER BIOTECHNOLOGY – AFTERSCHOOL PROGRAM

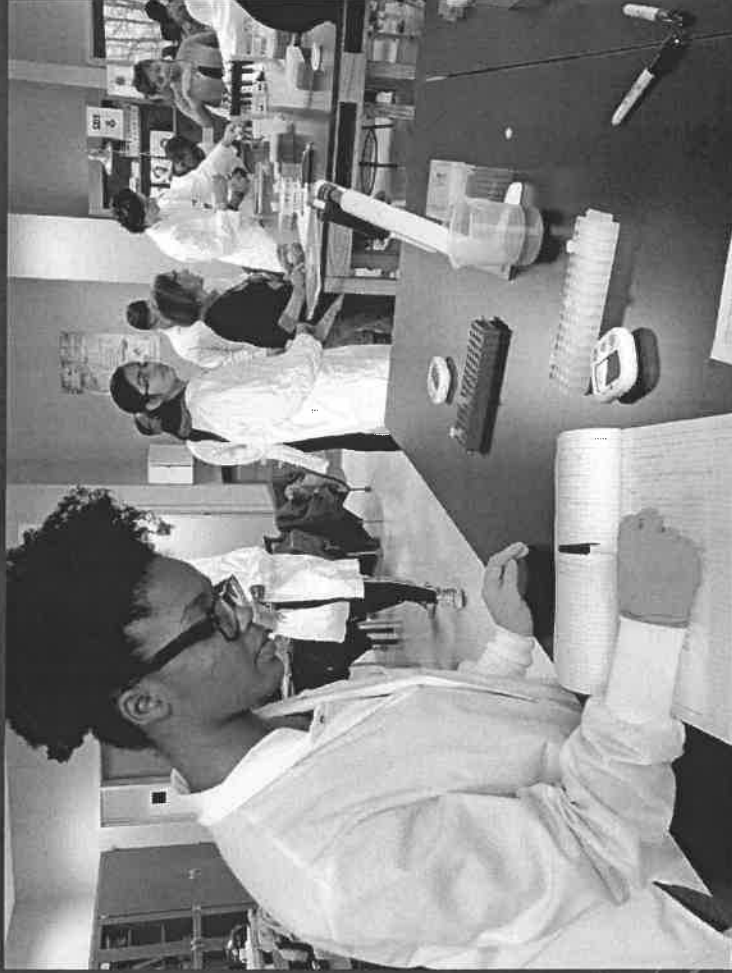


- 21 WPS students
- Worcester Technical HS
- North HS
- Doherty Memorial HS
- 4 WTHS students as lab assistants
- 3 local graduate students
- 8 weeks: Mon-Wed-Sat

LAB SKILLS FOR PAID SUMMER INTERNSHIPS

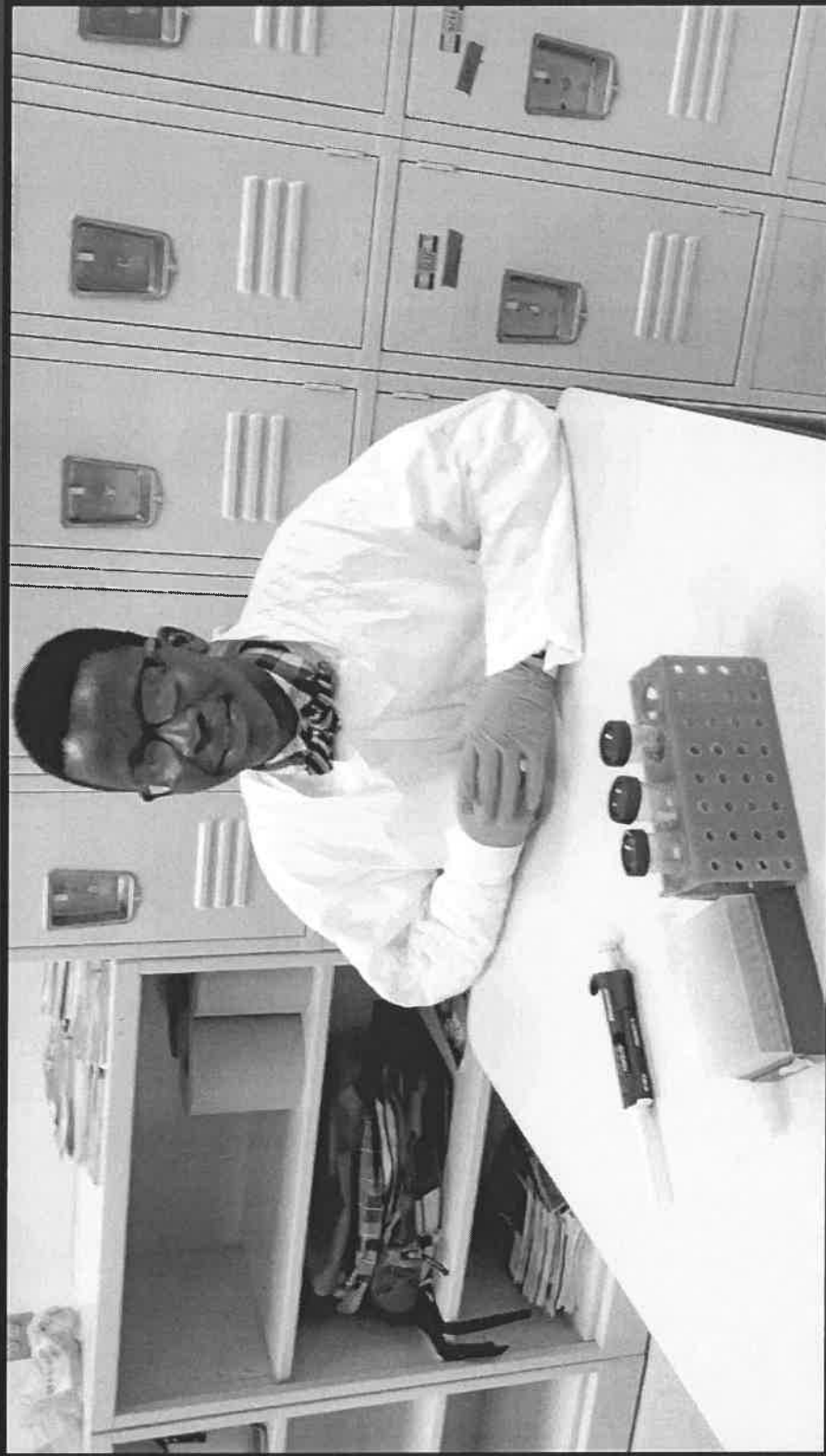


SUPPORT FOR BIOTECHNOLOGY ELECTIVE COURSE AT NORTH HS AND DOHERTY MEMORIAL HS



NHS and DMHS Biotech Teachers supported the Worcester Technical HS Instructors (Dr. vanderSpek, Dr. Periera, Dr. Kaczmarek) during each session. This team worked together to enhance the WPS Biotechnology elective course being developed in Atlas.

BIOTECHNOLOGY PROGRAM



BIOTECHNOLOGY PROGRAM

STUDENT
DEMONSTRATIONS
FOR FAMILIES AND
COMMUNITY
MAY 5TH AT WTHS



ELEMENTARY ROBOTICS PROGRAM



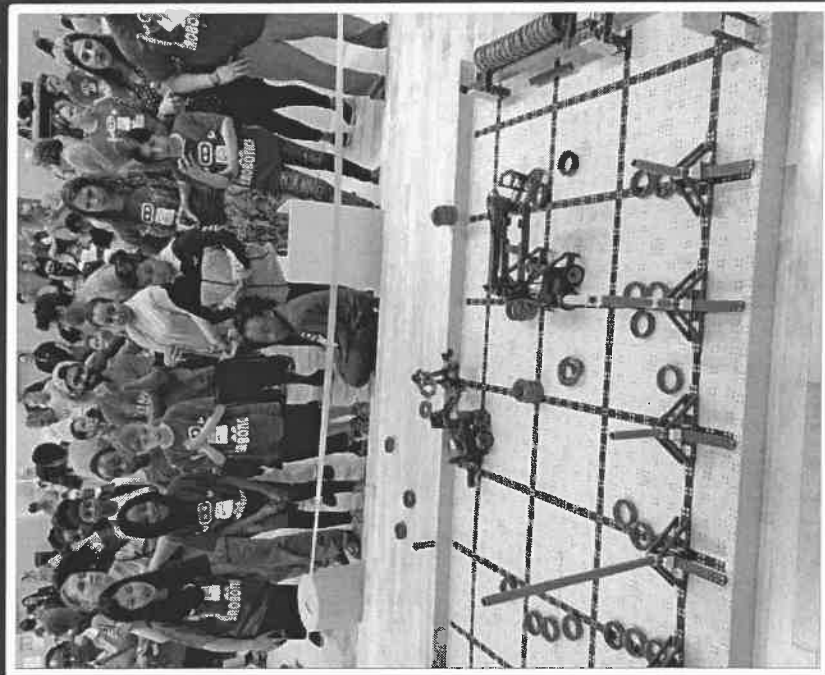
13 SCHOOLS

- CHANDLER MAGNET
- CITY VIEW
- ELM PARK
- GRAFTON ST
- JACOB HIATT
- MIDLAND
- NELSON PLACE
- RICE SQUARE
- TATNUCK MAGNET
- THORNDYKE
- WORCESTER ARTS MAGNET
- WEST TATNUCK
- WOODLAND ST

ROBOTICS PROGRAM



**ELEMENTARY PROGRAM
INVOLVED 235 STUDENTS!**



**TATNUCK MAGNET
VEX WORLD CHAMPIONSHIP
TOURNAMENT IN LOUISVILLE, KY**



**TM and Midland St students were the
referees at the WPS Tournament May 10th.**

**BURNCOAT MIDDLE
VEX WORLD CHAMPIONSHIP
TOURNAMENT IN LOUISVILLE, KY**



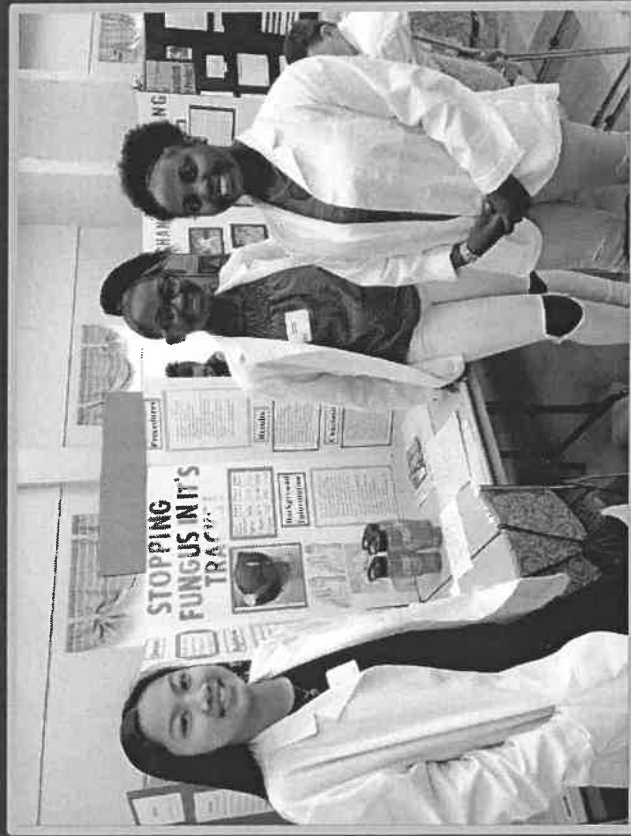
ENVIROTHON 2018

High School Teams studied watersheds, water infrastructure, and the impact of recent damaging storms in the community and presented “solutions” to protect land and watersheds.

Doherty High School
Placed 6th in statewide competition
Coaches:
Stacey Hill and Jessica Collins



WORCESTER REGIONAL MIDDLE SCHOOL SCIENCE AND ENGINEERING FAIR AT WPI





MIDDLE SCHOOLS

- Burncoat Middle
- Claremont
- Forest Grove
- Sullivan Middle
- Worcester East
- UPCS

**115 WPS PROJECTS
OUT OF 159 TOTAL!
GRAND PRIZE
WINNER**

SULLIVAN MIDDLE



ELEMENTARY SCHOOLS

- Canterbury
- Chandler Elementary
- Heard St
- Jacob Hiatt
- Lake View
- Midland
- Nelson Place
- Thorndyke
- West Tatnuck
- Worcester Arts Magnet

telegram.com
WORCESTER, MASSACHUSETTS

Science fair: Worcester brings deep bench, leaves with gold



By Scott O'Connell
Telegram & Gazette Staff

”His victory – the first for a Worcester Public School Student at the annual Regional Science Fair, which this year was hosted at WPI, is on the one hand a personal achievement, the product of months working after school for Nexus.”

Worcester Telegram and Gazette 5/2/18

WORCESTER REGIONAL MIDDLE SCHOOL SCIENCE FAIR – TEN AWARDS

Grand Prize Award

Nexus Attiogbe - How Does Salinity Affect the Dissolved Oxygen Content of Water
– **Sullivan Middle**

First Place

Keira Gentilucci - What Melts Faster? – **Burncoat Middle**

Second Place

Tiffany Rawlston - Flying High – **Sullivan Middle**

Miles Appleton, Bryce Maloney - Shakes and Ladders – **Sullivan Middle**

Third Place

Luca Frost, Avery Strogoff- Ice Melt Mania– **Sullivan Middle**

Lauren Popinchalk, Sophia Guerra – Fluorescent Yeast – **Burncoat Middle**

WORCESTER REGIONAL MIDDLE SCHOOL SCIENCE FAIR – TEN AWARDS

Honorable Mentions:

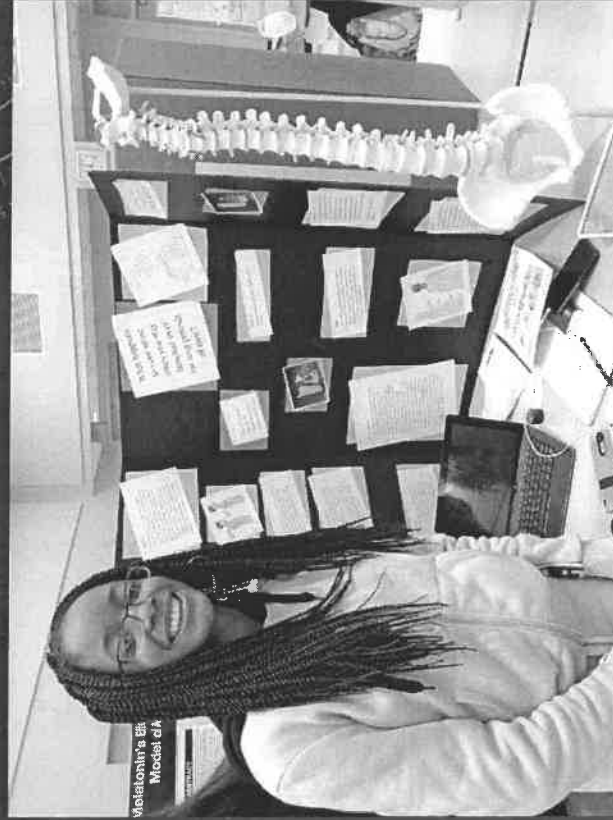
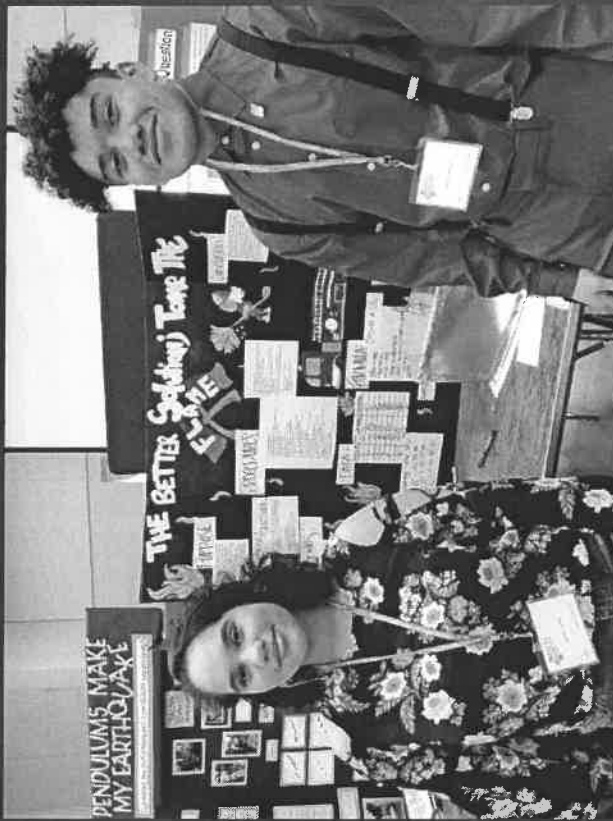
Diego Suchenski-Loustaunau - C the Benefits! - **Sullivan Middle**

Natalia Cosgrove Atienza - Explosive Science – **Sullivan Middle**

Emma Robeau - How Does Sweetener Type Affect Yeast Metabolism – **Sullivan Middle**

Abigail Padilla, Kelly Grace - Paper Rockets – **Nelson Place**

WORCESTER REGIONAL HIGH SCHOOL SCIENCE AND ENGINEERING FAIR AT WPI



WORCESTER REGIONAL SCIENCE AND ENGINEERING FAIR AT WPI

- 2018 – All 7 High Schools sent projects to WPI March 30
- Doherty, BHS, WTHS also sent students/projects to the state science and engineering fair May 4th and 5th at MIT

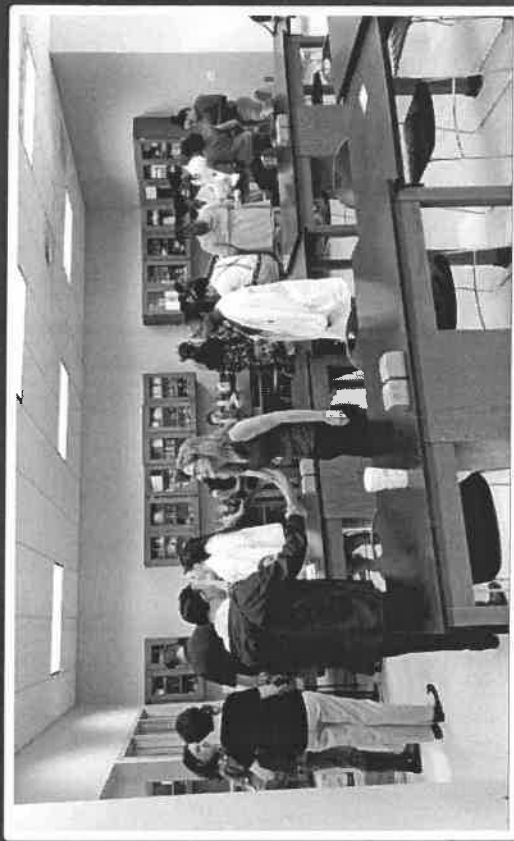


**AWARDS:
BURNCOATHS STUDENTS
CHRISTINA LE AND SOFIA VALLEJO**

Received awards at both the Worcester Regional at WPI and the State Fair at MIT for their innovative project on Biodegradeable Water Bottles.



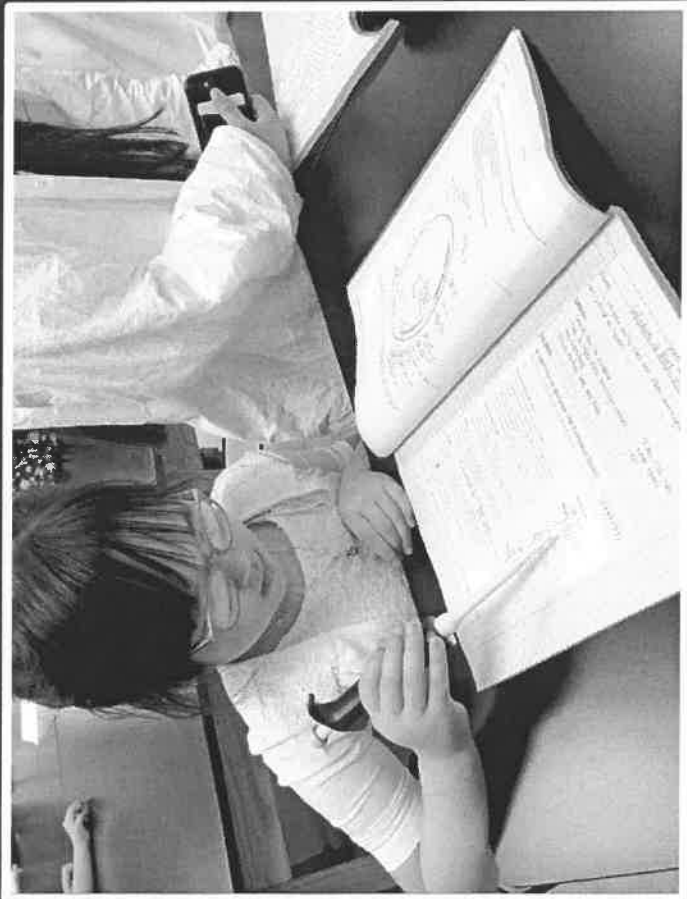
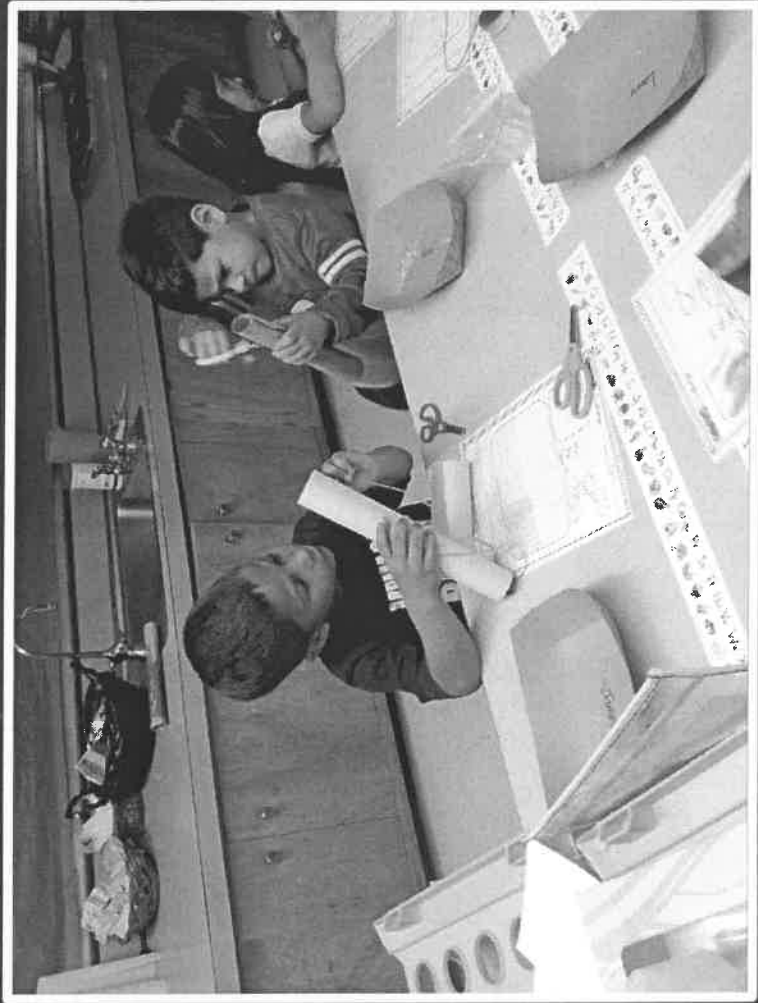
PARENT AND FAMILY INVOLVEMENT



PROGRESS IS MADE BECAUSE OF GREAT PARTNERSHIPS AND RELATIONSHIPS

- Massachusetts Life Science Center
- AbbVie
- EcoTarium
- Broad Meadow Brook
- Tower Hill
- Massachusetts State Science and Engineering Fair
- Quinsigamond Community College
- DELL/EiE
- Dedicated WPS Teachers and Administrators
- Mentors from MANY local businesses and colleges







Plan and Carry Out Investigations

**Hands on-Minds on
Ask questions...Define Problems
Collect and Analyze Data**



**Develop and Use Models
Engage in Arguments
from Evidence**



Work in Teams



The FY19 Budget as approved by the Massachusetts Senate provides **\$3.37 million** more in Chapter 70 funds for Worcester than the amount provided in the House of Representatives Budget. The City and WPS use the House of Representatives budget annually as the initial funding recommendations due to timing of the city budget process. The House and Senate will convene in joint committee to reconcile budget differences, hopefully, by June 30. If the Senate's Chapter 70 budget amount is the final budget amount, the Administration would recommend to the School Committee that the increase in funds be allocated as follows:

Restore Elementary Tutors to Current Level:	\$ 500,000
13 Class Size Reduction Teachers	\$ 975,000
5 School Adjustment Counselors / Wrap-Around Coordinators	\$ 375,000
5 Secondary Teachers	\$ 375,000
1 Secondary Assistant Principal (Worcester East Middle)	\$ 100,000
14 High School Teachers for Enrichment Classes	<u>\$1,050,000</u>
Total	\$3,375,000

- The addition of elementary tutors (restoring to current level) and the 13 class size reduction teachers would reduce projected elementary class size from 22.1 to approximately 21.6 and eliminate or provide support to all classes above 27 students (where space prevents further reduction of class size).
- The addition of 5 School Adjustment Counselors or Wrap Around Coordinators addresses some of the 13 positions that were requested by building principals during the FY19 budget development process.
- The 5 secondary teachers provide immediate course offerings or school support that were unable to be provided during the FY19 budget process: 1/Art Teacher at North High, 1/Diesel Instructor at South High, 1/Community Service Teacher at South High, 1/Animal Sciences Teacher at Worcester Technical High School, and 1/MCAS Specialist at Claremont Academy
- The enrollment of Worcester East Middle has increased from less than 600 students in 2010 to more than 800 students in the current year; and the enrollment is expected to remain at this level over the next four years. The WEMS enrollment is approaching and consistent with Sullivan Middle (866 students) and Forest Grove Middle (979 students). The Administration recommends that for effective school management and safety, an additional Assistant Principal should be added with these funds.
- The Administration has identified a priority to reduce the number of instances that students are scheduled in "study halls" rather than in credit bearing courses during the school day. In 2017-18 school year, there were as many as 1,990 instances of "study hall" periods in all of the high schools (combined). In a perfect setting, the addition of 14 high school teachers would provide credit bearing course opportunities for 1,750 students, nearly all of the number of study hall periods this year. The teachers would be assigned as follows:

School	Teachers to Add	Maximum* Students that Could Take an Additional Course	Number of Students in Study Halls during 2017-18 School Year
Doherty High	5	625	657
South High	5	625	618
North High	2	250	250
Burncoat High	2	250	250

*Maximum students that could take an additional course is based on 125 students contractual limit for each teacher

However, due to actual scheduling issues, it is likely that an additional 6-8 teachers would be needed to eliminate all study hall periods in all high schools in FY20.

FY18 Puerto Rico USVI Hurricane Relief

On April 19, 2018, MA DESE released the first of two fiscal year 2018 payments to assist districts serving students from Puerto Rico and the U.S. Virgin Islands displaced by last fall's hurricanes. This first payment distributes \$6.7 million out of the total \$15 million supplemental appropriation, of which \$633,752 has been provided to the Worcester Public Schools.

These funds are allocated based on each qualifying district's fiscal year 2018 foundation budget per pupil amount. This rate is adjusted by each district's Chapter 70 aid as a percent of foundation so that the supplemental funding reflects the same level of state support that districts are receiving. The adjusted rate is converted to a daily rate by dividing by 180 days and multiplied by the total number of days that displaced students were enrolled in the district between October 2, 2017 and March 1, 2018 to determine the first payment. For Worcester, the FY18 rate being used is \$8,836 per student (comprised of the \$12,356 FY18 foundation budget rate per pupil x Chapter 70 share of foundation budget at 71.512%).

The first payment has been distributed to districts and DESE requires that these funds must be deposited in a separate account and may be spent by the school committee without further action on the part of the local appropriating authority through June 30, 2019. Any unspent funds can carryforward to fiscal year 2019.

A second payment will be made for students enrolled from March 2, 2018 through the end of the school year. It is also expected that a third payment will be made in FY19 for students that remain enrolled in the district as of October 1, 2018. These students would then be captured in the FY20 foundation enrollment for funding purposes.

The Administration is anticipating \$2 million in both FY18 and FY19 payments and these funds be used entirely in FY19 as noted on page 142 of FY19 budget book. The funds have been allocated in the budget to provide funding for 26 teaching positions.

The week of June 10th will be the official kick off for the Worcester Public Schools annual Summer Reading program. In preparation for summer reading, the Worcester Public Schools has worked with the Worcester Public Library and other community partners to make books and activity ideas more accessible to students.

Research shows that when students are active readers over the summer months they return to school with fresh skills, ready for the new school year. To combat the summer slide, individual schools are promoting summer reading with many innovative strategies. Student created video book trailers, book speed dating events, book showcases, emoji recommendations from student to student, book fairs, posters, connect ed calls to families, and more!

The district has created a Summer Reading website to support parents and students in making book choices that match the student's interest and reading level. Creative research based assignments that foster comprehension have been added to the website. Assignments will be turned in and celebrated when students return to school in the fall.

I encourage families to check out the Worcester Public Schools' Summer Reading website: <https://sites.google.com/worcesterschools.net/summerreading> for book suggestions, reading supports, activities and more!

The Administration recommends the following budget transfer within the FY19 Budget:

From:

<u>Account</u>	<u>Account Name</u>	<u>Amount</u>
500-91120	Maintenance Service Salaries	\$70,000

To:

<u>Account</u>	<u>Account Name</u>	<u>Amount</u>
500-91116	Athletic Coaches Salaries	\$ 30,000
500122-92000	Athletic Supplies	\$ 40,000

For the purposes of expanding Middle School athletic programs in the 2018-19 school year.

The FY19 Budget for Maintenance Services Salaries reflects a (cost neutral) consolidation of positions creating a new position of Director of Environmental Management and Capital Projects for the WPS during FY18. This position is accomplished through vacancies in the Coordinator of Environmental Projects and a skilled trades position. The purpose of this new position is to continue the district's accomplishments around environmental management best practices; many of which are connected to building renovation or construction projects planned or ongoing within the district.

In addition, the district will require significant coordination and involvement in the new South High School, Doherty High School, and the next two planned projects – Burncoat High School and Worcester East Middle School. The creation of this position allows for proper oversight of these projects and maintains necessary oversight of custodial and maintenance services. These Director of Environmental Management and Capital Projects can focus solely on these important areas while the Director of Facilities can focus on building maintenances and cleanliness. Collectively, the structure provides for improved oversight and supervision at no added cost to the district. As a result, this structure provides for better service delivery to the schools. Actually, it is fully expected that the new management structure will yield additional savings and increased productivity within capital projects and operating expenses.

The creation of this combined position now allows allocated time for project management to be charged directly to the capital project budget accounts and not the general fund budget of the district. The Administration has worked out the process with the City finance staff and this will make \$70,000 available elsewhere in the budget.

The Administration recommends that the \$70,000 be allocated to expand middle school athletic programs within the district as recommended in the transfer item above. This would provide funding for coaching salaries for two teams per school for three seasons at five middle schools (UPCS and Claremont combined).

Worcester Public Schools
Office of Grants Management

Grant Acceptance Form

Name of Grant: Program Support

Type of Funder: Unum Charitable

Awarded Amount: \$10,000.00

Grant Funding Period: May 1, 2018 - April 30, 2019

Project title: Food Pantry, Mindfulness , Drum Corp. Projects

Program coordinator: Robyn Vautour

Purpose: To allow Sullivan Middle School to continue to provide services to students and families that will improve their overall health and wellness.

Description of the program: To continue to provide students and families with adequate nutritional resources.
To incorporate mindfulness into the school culture and provide students and teachers with the tools needed to increase awareness.
To obtain drum corp instruments, giving students the opportunity to explore and discover an activity they may be interested in.

Program location: Sullivan Middle School

Outcomes and Measures: An increase in attendance, student and family engagement, and a decrease in suspension activity.

Worcester Public Schools
Office of Grants Management

Grant Acceptance Form

Name of Grant: SWAT-SHINE

Type of Funder: Community Foundation of North Central Massachusetts

Awarded Amount: \$17,000.00

Grant Funding Period: May 1, 2018 - August 31, 2019

Project title: Student Wellness Advisory Team (SWAT)

Program coordinator: Maura Mahoney

Purpose: To recruit students to develop and implement activities and events that promote mental health and wellness for all students

Description of the program: Staff member(s) will recruit students to engage in activities focused on raising awareness and promoting wellness. Parents, students and staff will be surveyed regarding mental health and wellness that will help craft activities that students will lead in educating peers and families in this critical area.

Program location: Worcester Public Schools

Outcomes and Measures: To continue activities after grant has ended. On going evaluation will provide feed back regarding strategies implemented.

Subject: Focused Instructional Coach (Blended Learning & Digital Media)

Reports To:

MANAGER OF INSTRUCTIONAL TECHNOLOGY & DIGITAL LEARNING

ACCOUNTABILITY OBJECTIVE:

The Focused Instructional Technology Coach (Blended Learning and Digital Media) works in schools providing instructional and assessment technological support to teachers across all curricula areas. The coach is accountable for assisting staff with technology integration and blended learning. The FIC collaborates with instructional staff, site administration and leadership teams to promote student achievement by identifying current, research-based instructional technology and assessment strategies, modeling lessons to classroom teachers, providing constructive feedback and assisting teachers with the implementation of technology in the curriculum. Using student achievement data, the Focused Instructional Coach will identify professional development needs and plan, present, and evaluate staff development activities. The specialist is responsible for creating educational content and expanding student, family, and community engagement through television, digital, and social media channels.

PRINCIPAL RESPONSIBILITIES:

1. Provides job embedded professional development focused on the implementation blended learning in the classroom.
2. Responsible for collaboration with and assistance to teachers including co-planning, modeling lessons that use blended learning, supporting teachers in using technology, creating and facilitating in person, online, and blended workshops.
3. Plans, schedules, and conducts site professional development aligned with the district and site goals outlined in the School Accountability Plan and connected to solid, rigorous core instruction that integrates technology into the curriculum.
4. Responsible for working in schools providing instructional, blended, and digital learning support to administrators and teachers across all curricula areas.
5. Responsible for working closely with the other technology FICs, liaisons, teachers, and schools to generate, edit, publish, and share original educational multimedia content for the purpose of supporting teaching and learning, expanding student, family, and community engagement, school and district initiatives, and increasing competencies around digital literacy on various platforms including: learning management systems, blended learning platforms, television (Channel 11), district website, and social media channels.
6. Performs other job-related duties as assigned.
7. Responsible for assuring equal educational opportunity to all individuals regardless of race, color, gender, age, marital status, religion, gender identity, natural origin, sexual orientation, homelessness, or disability.

ABILITY TO:

1. Build effective teams

2. Establish and maintain cooperative and effective working relationships with others.
3. Effectively organize professional development activities.
4. Communicate clearly in oral and written form with confidentiality.
5. Prepare and deliver oral presentations.
6. Analyze data accurately and adopt an effective course of action.
7. Utilize technology to analyze student data and prepare applicable statistical reports.
8. Utilize assessment and evaluation techniques, strategies, and procedures.
9. Meet schedules and timelines.
10. Work independently
11. Plan and organize work

REQUIRED QUALIFICATIONS:

1. A minimum of five (5) years successful teaching experience in a K-12 classroom.
2. Instructional Technology License (MA)
3. Master's Degree
4. Demonstrated knowledge and experience of integrating technology into the curriculum, teaching in a blended classroom, and experience with curriculum and program development.
5. Demonstrated experience in providing professional development for teachers around technology integration.
6. Demonstrated successful experience in working with adults and understanding of adult learning theory.
7. Demonstrated knowledge, experience, and engagement in providing leadership around improvement and change management.
8. Demonstrated knowledge and experience with current pedagogy as it relates to the school's evidence-based best practices in support of the school focus.
9. Demonstrated ability to work collaboratively in a team setting with other adults.
10. Highly detailed, confidential, and responsible
11. Excellent interpersonal skills that encourage team partnership, promote enthusiasm and foster strategic thinking
12. Ability to work within tight deadlines, adjust to changes in priorities, and balance short term needs with long term strategic initiatives

13. Excellent writing, editing and verbal communication skills, sound editorial judgment

14. Reliable transportation

Preferred Qualifications:

1. Experience as an innovative and digital teacher leader or technology instructional coach
2. Teaching experience in multiple grade levels
3. Graphic Design, Multimedia & Video Editing Skills
4. Google Level 1, Level 2, and Trainer Certifications or ability to achieve within 1 year
5. Familiarity with urban education issues
6. Ability to speak Spanish, Portuguese, Arabic, Vietnamese, Albanian, or Twi
7. Demonstrated experience with second language acquisition

Salary: Teacher's salary plus Instructional Coach stipend (\$2,758). This stipend includes

Work Year: Teachers' schedule plus two days in August as well as preparation for before and after school professional development as needed by the supervisor.

**WORCESTER PUBLIC SCHOOLS
WORCESTER, MASSACHUSETTS**

Job Description

POSITION: Department Head - Adult Education Programs

REPORTS TO: Manager for Instruction and School Leadership - Secondary

ACCOUNTABILITY OBJECTIVE:

This position is accountable for directing, administering and supervising all aspects of adult education and HiSET programs in the Worcester Public Schools through sound and effective management consistent with federal and state regulations and goals and objectives of the school district.

PRINCIPAL ACCOUNTABILITIES:

1. Responsible for all Adult Basic Education (ABE) and HiSET Programs and including supervision of the Adult Learning Center
2. Responsible for researching, developing, implementing and maintaining programming relevant to the diverse needs of Worcester and to utilize the school department as a resource to the community in the area of adult education.
3. Responsible for all promotional activities with respect to programming at the Adult Learning Center so that school staff and citizens of Worcester can be aware and informed as to the courses, services, and programming offered.
5. Responsible for preparing, submitting and implementing the Adult Basic Education Grant, as administered by the Massachusetts Department of Elementary and Secondary Education (DESE).
7. Responsible for working with district, state, and federal representatives for all grant funding provided to support ABE and HiSET programming.
8. Responsible for maintaining and submitting monthly attendance reports, quarterly fiscal reports and an end of year summary report to DESE and other funders as required.
10. Responsible for working with appropriate school department administrators, citizens, businesses and community agencies to develop collaborative ventures to further enhance the courses, services and programs offered by the Worcester Public Schools' ABE and HiSET Programs.
11. Responsible for interrelating and reporting to federal, state and local agencies in accordance with regulatory requirements and the goals and objectives of the Worcester Public Schools.

12. Responsible for ongoing examination and evaluation of courses, services and programs to maintain and provide quality activities consistent with the goals set forth by the School Committee.
13. Responsible for supervising and evaluating staff assigned to the program.
14. Responsible for providing equal educational and employment opportunity to all individuals regardless of race, color, sex, age, marital status, religion, national origin or handicap.
15. Performance of other job-related duties as assigned.

REQUIRED QUALIFICATIONS

1. Massachusetts DESE certification in Adult Basic Education.
2. Bachelor's Degree or above.
3. Successful experience working in the field of adult education.

PREFERRED QUALIFICATIONS

- Supervisory experience in the area of Adult Education.
- Demonstrated ability in preparing grant proposals.
- Demonstrated experience in working with community-based groups, preferably in the area of Adult Education.
- Demonstrated evidence of educational leadership.
- Demonstrated experience in curriculum and staff development.
- Demonstrated ability to work effectively with teachers, administrators and community representatives.

SALARY: *Teachers' salary scale with department head stipend*

WORCESTER PUBLIC SCHOOLS
WORCESTER MASSACHUSETTS

Job Description May 2018 for the 18-19 school year

POSITION: Child Study Supervisor

REPORTS TO: Manager of Social Emotional Learning

ACCOUNTABILITY OBJECTIVE:

The Child Study Supervisors provide administrative leadership and support to the Child Study Department, to insure that professional services of high quality are maintained and that departmental responsibilities are consistently fulfilled, under direction of Manager of Social Emotional Learning. Supervisor is responsible for evaluation of assigned School Adjustment Counselors, and School Psychologists.

PRINCIPAL ACCOUNTABILITIES:

1. Responsible for providing support, supervision, assistance and consultation to the School Counselors/School Psychologists in the performance of their professional responsibilities in their assigned schools.
2. Responsible for conducting evaluations of Child Study staff as contractually required by the Worcester Public Schools.
3. Under direction of Manager of Social Emotional Learning, responsible for development of departmental procedures and protocols that enhance the consistent delivery of high-quality counseling and support services in an integrated and strengths-based manner that builds upon student, school department, family and community resources.
4. Responsible for Child Study staff orientation, supervision and ongoing training in the critical responsibilities associated with:
 - a. Increasing school based capacity for universal Social Emotional Learning/competencies, and targeted supports for identified students.
 - b. Supervision of school attendance and associated procedures involving the judicial system. Implementation for universal interventions supporting good school attendance, and initiatives for students identified as being chronically absent.
 - c. Participation in the Student Support Team process and 504 planning in assigned schools.

- d. Conducting risk assessments for students at risk of harming themselves or others.
 - e. Crisis intervention and stabilization as needed.
 - f. Completion of assessments as required for the Team Evaluation Process.
 - g. Supporting as a team member district-wide initiatives including Positive Behavior Interventions and Supports (PBIS) and implementation of innovative strategies to accommodate diverse learners in the least restrictive learning settings.
5. Responsible for supporting Child Study staff in the adoption of practices that enable the Worcester Public Schools to fulfill all requirements of local, state and federal mandates including the McKinney-Vento Homeless Assistance Act, IDEA, 504/ADA as well as requirements of the Family Educational Rights and Privacy Act (FERPA) and the Protection of Pupil Rights Act (PPRA).
 6. Responsible for ensuring that appropriate documentation of professional activities is maintained by counseling staff.
 7. Responsible for compiling, summarizing, maintaining and submitting data or other records of services provided to students and their families.
 8. Responsible for planning and implementing Staff Development programs for the Child Study Department as well as for all faculty and staff in the employment of the Worcester Public Schools.
 9. Responsible for developing staff assignments for the Child Study staff in cooperation with the Manager of SEL.
 10. Responsible for assisting the Manager of Social Emotional Learning and the Human Resource Manager in the recruitment and selection of personnel and interns.
 11. Maintain, foster, and identify community resources/boards to support ongoing partnerships between WPS and community stakeholders.
 12. During summer work days, assist Manager of Social Emotional Learning in providing support to WPS programs during summer school sessions.
 13. Responsible for other job-related duties as assigned.

REQUIRED QUALIFICATIONS:

1. Massachusetts DESE licensure as Supervisor/Director and also as a School Adjustment Counselor or School Psychologist.
2. 5 years of successful full-time experience as a School Adjustment Counselor or School Psychologist.
3. Experience working as a supervisor of licensed social workers, licensed mental health counselors, and/or licensed psychologists.
4. Demonstrated ability to engage school personnel, family members and community partners in collaborative efforts to address the multiple needs of students that may interfere with educational success.
5. Excellent written and verbal communication skills.

PREFERRED QUALIFICATIONS:

1. Demonstrated leadership within the field of human service.
2. SEI endorsement from DESE
3. Experience supporting students with disabilities
4. Ability to speak Spanish, Vietnamese, Albanian, Portuguese or an African language

This is a Unit B position and will be paid on the Group III salary scale. The work year is the teachers' work year plus ten (10) days in the summer to be scheduled with the Manager to occur during the summer programming. The typical work day is 8:30-4:30 with a thirty (30) minute lunch. By mutual consent the hours of work may be different but shall always be an eight (8) hour work day including a 30 minute lunch.

HUMAN RESOURCES

WORCESTER PUBLIC SCHOOLS
WORCESTER, MASSACHUSETTS

JOB DESCRIPTION

POSITION: Turnaround Coach

REPORTS TO: Principal

ANTICIPATED START DATE: AUGUST 2018

PRINCIPAL ACCOUNTABILITIES:

- With the principal and the instructional leadership team, support faculty in the implementation of the school's vision, mission, and strategic goals to support college-readiness and academic and socioemotional success for all students;
- Drive rapid and dramatic instructional improvements by implementing strategies in line with the priority areas identified in the School Accountability Plan;
- Support and supervise the implementation of rigorous, standards-based instruction with measurable outcomes;
- Enact a coaching and feedback cycle that ensures continuous improvement in teaching and learning;
- Analyze student achievement results to identify areas of need and inform school improvement efforts;
- Work directly with faculty to assist and improve their understanding and use of student performance data;
- Work with the principal, the leadership team, departments, and individual teachers to develop and improve formative assessments and the use of formative assessments as part of a data-driven instructional improvement process
- Design and coordinate data cycles at the school and department levels for the purpose of determining the extent to which programs being implemented are working and are having their intended effects;
- Analyze student performance data at the request of the principal, instructional leadership team, and/or department head to staff in instructional planning and improvement. Upon completion of the analysis, present the information along with recommendations based upon the data to the school or department, as requested;
- As requested, design and conduct surveys of school staff, school site planning council, parents and/or students concerning program management and effectiveness, parental/community involvement, and students' experiences with specific program objectives.
- Advise the principal on professional development for faculty to address identified areas of need; and
- Develop a collegial environment that supports teacher leadership, collaboration, and growth.

The Turnaround Coach will:

- Be focused on results and have proven success in increasing student achievement and staff performance through the use of data (identify relevant data; collect and analyze data; develop action plan supported by data);
- Influence and motivate others to reach their potential;
- Be a solution-oriented and creative problem solver with experience in data analysis and creating and managing systems;
- Set high expectations and communicate them to a variety of stakeholders;
- Understand, communicate and effectively interact with all staff
- Continually reflect and seek feedback to improve practice;
- Have demonstrated perseverance in their career and education;
- Thrive in a fast-paced, change-oriented environment; and
- Possess strong pedagogical skills and are highly effective at coaching other adults.

QUALIFICATIONS:

- MA DESE teaching license in a core content area at the high school level with the SEI endorsement
- Experience as a school leader
- 2+ years of teaching experience
- Demonstrated knowledge of English Language Development (ELD) and Sheltered English Immersion (SEI) strategies
- Demonstrated experience in building a positive school culture
- Knowledge of statistics and statistical analysis
- Proficient at designing effective assessments and surveys
- Experience in an urban, high-poverty, and/or turnaround school

SALARY: Per the Unit A salary scale plus Instructional coach stipend. The Turnaround Coach will work the teachers' work year plus two additional days in the summer at the direction of the supervisor.

HUMAN RESOURCES

WORCESTER PUBLIC SCHOOLS
WORCESTER, MASSACHUSETTS

JOB DESCRIPTION

SUBJECT: PATHWAYS SPECIALIST

REPORTS TO: BUILDING PRINCIPAL

ACCOUNTABILITY OBJECTIVE:

This position is accountable for assuming the responsibility for delivering high quality instructional experience through creativity, resourcefulness and sound judgment consistent with the curriculum frameworks, standards and the rules and regulations of the Worcester Public Schools as well as the school-based coordination of the Innovation Pathways program.

PRINCIPAL RESPONSIBILITIES:

Pathways Program Responsibilities

1. Provide weekly updates on student performance to the Innovation Pathways Assistant Principal
2. Conduct targeted recruitment activities in the school building for Innovation Pathways Program
3. Monitor attendance at after-school technical courses and work with students to eliminate barriers
4. Serve as a liaison between Worcester Technical High School and the high school
5. Reach out to core academic subject teachers to create linkages between pathways and the MassCORE
6. Coordinate and conduct initiatives such as the annual career fair and exploratory field trips and looks to create new initiatives.
7. Coordinate and arrange job interviews, job orientations, transportation, insurance, etc. between the student and the employer for Cooperative Education, and apprenticeships, as well as for related and unrelated employment.
8. Create and maintain a smooth and viable relationship between school, student and employer by:
 - a. Monitoring students,
 - b. Contacting employers frequently by phone or visits,
 - c. Recognizing needs and concerns of employers.

Teaching Responsibilities

9. Provide effective instruction, which includes making learning goals clear to the students, using appropriate instructional and questioning techniques in the area of career and college preparedness
10. Effectively manage the classroom environment
11. Use innovative approaches, and instructional strategies, including the effective use of technologies, to increase student learning and confidence to learn.
12. Promote equity and appreciation of diversity to ensure equitable opportunities for student learning, including, for implementing specific strategies for students with special needs, with 504 plans and/or second language learners.
13. Assure equal educational opportunity to all individuals regardless of race, color, gender, age, marital status, religion, gender identity, natural origin, sexual orientation, homelessness, or disability.
14. Performance of other job-related duties as assigned.

REQUIRED QUALIFICATIONS:

1. MA DESE licensed at the high school level in core content area; SEI endorsement
2. Evidence of good human relations skills.
3. Evidence of educational leadership.

PREFERRED QUALIFICATIONS:

1. Familiarity in working with businesses, consultants, resource personnel, community groups, etc.
2. Ability to speak Spanish, Vietnamese, Albanian, Portuguese, Arabic or an African Language.

SALARY: Appropriate step on teachers' salary schedule

WORK YEAR: Teacher work year

WORK DAY: Work hours would be periods two through eight

HUMAN RESOURCES

WORCESTER PUBLIC SCHOOLS
WORCESTER, MASSACHUSETTS

Job Description

SUBJECT: Director, Innovation Pathways

REPORTS TO: Worcester Technical High School Principal

ACCOUNTABILITY OBJECTIVE:

This individual is accountable for providing effective and quality education for students participating in Innovation Pathways programs.

PRINCIPAL RESPONSIBILITIES:

1. Exercise vision and provide leadership that appropriately involves staff, parents, students, business partners and community agencies in the accomplishment of growing the Innovation Pathways program to 300+ students
2. Provide administrative support and consultation to staff in the delivery of day-to-day instruction, behavioral interventions, and social emotional supports
3. Provide administrative oversight to addressing all discipline procedures in accordance to WPS policies and code of conduct to ensure compliance to discipline due process timelines
4. Serve as the primary point of contact for inquiries from families, industry representatives, community-based organizations, district staff, or administrators
5. Manage the program budget
6. Work cooperatively with comprehensive schools around academics, guidance, and supports to ensure seamless expectations
7. Directly supervise and evaluate all Innovation Pathways staff which includes program instructors and the internship liaison (estimated hire 2019)
8. Work with the grants office on identifying and securing funding for career and technical education pathways
9. Collaborate with the Director of Transportation on all student and group schedules, needs and problem-solving issues to ensure students arrive safely and on-time from their comprehensive schools to the Innovation Pathway program
10. Identify, advocate for, and requisition supplies, materials, and equipment needed for the program/department as well as monitoring their effective usage
11. In concert with the Human Resources Office, develop and execute a system of personnel selection, assignments, supervision, support and evaluation which encourage professional growth in staff performance

12. Develop quarterly Innovation Pathways-related materials and resources and build district-wide recruiting plans
13. Coordinate monthly Innovation Pathways department meetings
14. Work collaboratively with community agencies and business partners to expand educational opportunities for students, including recruiting and structuring partnerships
15. Lead the recruitment, acceptance, and retention of targeted students to reach 300 students
16. Develop a mentor program at Worcester Technical High School to provide additional guidance to Innovation Pathways students
17. Track performance, execute evaluation, and report out on compliance requirements for grant funding
18. Attend school-based Advisory Council meetings
19. Assure equal educational opportunity to all individuals regardless of race, color, gender, age, marital status, religion, gender identify, natural origin, sexual orientation, homelessness or disability
20. Perform other job-related duties as assigned

REQUIRED QUALIFICATIONS:

1. Master's Degree
2. Massachusetts DESE license as Assistant Principal/Principal 9-12 with SEI endorsement
3. Three years of administrative and/or leadership experience supporting teachers in the areas of post-secondary/prevocational planning, classroom management, curriculum and instruction, progress monitoring and data analysis.
4. Excellent written, communication, interpersonal and organizational skills
5. Knowledgeable of budget preparation and line-item expenditure process

PREFERRED QUALIFICATIONS:

1. Experience working with industry representatives
2. Experience managing grant expectations.
3. Ability to speak Spanish, Portuguese, Arabic, Vietnamese, Albanian, or Twi.

SALARY: In accordance with the EAW contract Administrative Group IV-A (Unit B position)

WORK YEAR: 180 pupil-session days, plus 20 days

TO APPLY: Any person interested in this position must apply on-line at www.worcesterschools.org with complete resume and cover letter.

The deadline date does not preclude further advertisement or recruitment.

HUMAN RESOURCES

WORCESTER PUBLIC SCHOOLS
WORCESTER, MASSACHUSETTS

Job Description

SUBJECT: LICENSED PRACTICAL NURSE (LPN)

REPORTS TO: CLINICAL CARE COORDINATOR

ANTICIPATED START DATE: IMMEDIATELY

ACCOUNTABILITY OBJECTIVE:

This position is accountable for the administration of direct and indirect student care and student care related activities for one or more students who have special needs/ medical disabilities. Assignments may include: obtaining vital signs, medication administration, tracheostomy care, tube feeding administration, ostomy care, catheter care, ADL assistance and other elements of nursing care specific to the assigned student and within the scope of practice.

PRINCIPAL RESPONSIBILITIES:

1. Support the Worcester Public School (WPS) Special Education Department (SPED) and Nursing Department in the nursing assessment, evaluation and care of students both within and outside of the district.
2. Collaborate with the school nurse (SN), family and Nursing Administrators in the development of the student's Individualized Health Care Plan (IHCP).
3. Contact student's primary care provider or specialist as needed to obtain and/or modify written orders and pertinent health-related documents.
4. Accompany student during bus transport to and from school as needed.
5. Check in with the school nurse at beginning and end of school day and as needed. Provide verbal update to SN and document daily care, medications and/ or treatments in the electronic health record (EHR-SNAP).
6. Provide nursing care as defined in the student's IHCP during the school day while in building and off site during field trips or other short term events as needed. This may include emergency transport to a medical facility.
7. Develop a written student Safety Plan in coordination with the CCC, school teacher and school nurse to implement when not with student for personal breaks, lunch, and bathroom use.
8. Attend IEP, IHCP and 504 meetings as requested.
9. Function as a health education resource to support student, family, and school staff. Provide appropriate referral to in-school and community organizations as identified.
10. Collaborate, cooperate and communicate with other school and/or health care providers to ensure optimal level of evidence-based care for each student.
11. Abide by all WPS Policies and Procedures.
12. Work within the Scopes and Standards of Licensed Practical Nursing Practice.

13. Responsible for assuring equal educational opportunity to all individuals regardless of race, color, gender, age, marital status, religion, gender identity, natural origin, sexual orientation, homelessness, or disability.
14. Responsible to perform other job-related duties as assigned.

REQUIRED QUALIFICATIONS:

1. Licensed Practical Nurse (LPN) with current BORN licensure in the state of Massachusetts.
2. Minimum of a certification in practical nursing from a National League of Nursing accredited program.
3. Current certification in CPR/AED.
4. Experience with use of the electronic health record, preferable SNAP.

PREFERRED QUALIFICATIONS:

1. Ability to speak Spanish, Portuguese, Arabic, Vietnamese, Albanian, or an African language.
2. Demonstrated experience with second language acquisition

WORK YEAR: 183 day work year; the basic work-day hours are in accordance with the specific school specific start and end times and/or the student's transportation needs.

SALARY: TBD

HUMAN RESOURCES

WORCESTER PUBLIC SCHOOLS
WORCESTER, MASSACHUSETTS

Job Description

SUBJECT: CERTIFIED NURSING ASSISTANT (CNA) OR MEDICAL ASSIST

REPORTS TO: CLINICAL CARE COORDINATOR

ANTICIPATED START DATE: IMMEDIATELY

ACCOUNTABILITY OBJECTIVE:

This position is accountable for the administration of direct student care and student care related activities including but not limited to: personal care, activities of daily living (ADLs), assisting with educational activities, and other skills required to meet individual student plan of care and learning objectives. Tasks and duties will be assigned and directed by a Registered Nurse (RN) and classroom teacher. CNAs/MAs may be assigned to one or more students to meet the needs of students throughout the district.

PRINCIPAL RESPONSIBILITIES:

1. Maintain Safe Environment
 - Demonstrate proper body mechanics when moving/transferring student
 - Utilize available adaptive and/or mechanical equipment as appropriate
 - Prevent falls and injury
 - Maintain oxygen therapy when utilized by ensuring proper mask/nasal cannula placement, equipment connections and tube connection patency
 - Recognize and time suspected seizure activity and report to classroom teacher/school nurse
 - Perform Heimlich maneuver if necessary
 - Initiate CPR and alert Crisis Management Team if indicated
2. Prevent and Control Infection
 - Follow the WPS Universal Precaution Policy and Procedures
 - Assist student with handwashing before/after eating, toileting and as needed
 - Utilize proper handwashing before contact with student
 - Report suspected symptoms of infection to school nurse and Clinical Care Coordinator (CCC)
3. Perform Basic Nursing Skills
 - Obtain and document Vital Signs (Temperature, Blood Pressure, Pulse and Respiratory Rate)
 - Monitor and document oral intake and output
4. Assist students with five basic activities of daily living (ADLs)
 - Eating
 - Prepare food and set up tray
 - Apply prescribed orthotics required for eating
 - Maintain proper positioning to minimize choking/aspiration
 - Monitor student throughout mealtime
 - Bathing/Grooming
 - Assist with personal hygiene and grooming (mouth care, brush/comb hair, skin care)
 - Ensure prescribed eyeglasses and hearing aides are being worn
 - Dressing
 - Assist with changing clothes as needed
 - Toileting

Assist with toilet hygiene: ensure privacy, safe transfer to toilet, change diapers/pull-ups, wipe and clean perineum, inspect skin, document output

- Functional Mobility
Assist with moving from one place to another using mechanical equipment/transferring aides as appropriate
Provide escort and transport duties as needed for student care

5. Communication

- Follow established policies/procedures and seeks clarification when needed
- Maintain student confidentiality
- Collaborate with school nurse, teacher, therapists, and other school staff to help provide an optimal learning experience for students
- Demonstrates professional behavior with all interactions
- Maintain professional dress and appearance; wear WPS identification badge
- Complete required documentation forms and submit accordingly
- Monitor student condition and report observations and/or changes in condition to school nurse and CCC

6. Responsible for assuring equal educational opportunity to all individuals regardless of race, color, gender, age, marital status, religion, gender identity, natural origin, sexual orientation, homelessness, or disability.

7. Responsible to perform other job-related duties as assigned.

REQUIRED QUALIFICATIONS:

1. Certified Nursing Assistant or Medical Assistant with valid license or certification to practice in Massachusetts
2. Current certification in CPR/AED/First Aid
3. Maintain annual certifications as required by the WPS Nursing Department including but not limited to Universal Precautions and Physical Restraint

PREFERRED QUALIFICATIONS:

1. Ability to speak Spanish, Portuguese, Arabic, Vietnamese, Albanian, or an African language.

WORK YEAR: TBD

SALARY: TBD

HUMAN RESOURCES

WORCESTER PUBLIC SCHOOLS
WORCESTER, MASSACHUSETTS

Job Description

SUBJECT: CLINICAL CARE COORDINATOR

REPORTS TO: DIRECTOR OF NURSES

ANTICIPATED START DATE: IMMEDIATELY

ACCOUNTABILITY OBJECTIVE:

This position is accountable for the development, training, assignment, and supervision of Licensed Certified Nursing (CNA) and/or Medical Assistants (MA) and other licensed nursing staff (LPN, RN) to provide direct care to special need students with medical disabilities.

PRINCIPAL RESPONSIBILITIES:

1. Support the Worcester Public School (WPS) Special Education Department (SPED) in the medical evaluation and care of students both within and outside of the district.
2. Complete new student assessments with required documentation. Reevaluate students on an as needed basis; at minimum yearly.
3. Evaluate the needs of the district to develop and maintain a team of licensed CNAs, MAs, LPNs, and RNs to provide direct nursing care of students.
4. Assist in the recruitment, assignment and orientation of licensed nursing professionals.
5. Develop protocols in alignment with current WPS Nursing Department policies and procedures to support evidence-based clinical care delivery.
6. Plan and monitor daily staff schedule to ensure adequate health coverage of special need students.
7. Ensure all necessary supplies and equipment are available in each school as required for each student.
8. Provide daily clinical oversight and mentoring of staff both on site and by telephone.
9. Collaborate and consult with students and families, school nurse, teachers, supplemental support staff, and other departments, agencies and resources within and outside the WPS as appropriate to ensure optimal student medical and emotional health.
10. Assist school nurse in the development of individual care plans (IHCP) in coordination with students and families and health care providers. Monitor adherence to, evaluate effectiveness of, and facilitate change in IHCP as needed to meet student health needs.
11. Provide education and resources to students, families and staff as appropriate.
12. Confer with the Pediatric School Health Consultant to discuss medical concerns and seek advice as needed.
13. Participate in meetings, committees, workshops and community events as appropriate.

14. Monitor staff certifications and licenses to ensure they are current (CNA license, CPR/AED certification, etc.)
15. Develop an evaluation tool and perform written annual evaluation of each staff member of the team.
16. Responsible for assuring equal educational opportunity to all individuals regardless of race, color, gender, age, marital status, religion, gender identity, natural origin, sexual orientation, homelessness, or disability.
17. Responsible to perform other job-related duties as assigned.

REQUIRED QUALIFICATIONS:

1. Registered Nurse with current BORN licensure in the state of Massachusetts.
2. Minimum of a Bachelor's degree in Nursing from a college or university accredited by the National League for nursing. Master's degree in Nursing preferred.
3. Minimum of five years' experience working as a nurse in a school setting other pediatric setting. Care coordination and/or case management experience preferred.
4. Experience with use of the electronic health record, preferably SNAP.
5. Current certification in CPR/AED/First Aid.
6. Evidence of essential leadership, communication, advocacy, and organization skills and abilities.
7. Maintain annual certifications as required of the WPS Nursing Department including but not limited to Concussions, Universal Precautions, and Physical Restraints.

PREFERRED QUALIFICATIONS:

1. Ability to speak Spanish, Portuguese, Arabic, Vietnamese, Albanian, or an African language.

WORK YEAR: 220 day work year, 7:00 a.m. - 3:00 p.m., Non-Represented Position

SALARY: TBD

HUMAN RESOURCES

**Worcester Public Schools
Worcester, Massachusetts**

JOB DESCRIPTION

SUBJECT: COORDINATOR OF NIGHT LIFE

REPORTS TO: MANAGER FOR INSTRUCTIONAL AND SCHOOL LEADERSHIP -
SECONDARY

ACCOUNTABILITY OBJECTIVE:

This position is accountable for overseeing and promoting all "Night Life" programs in the Worcester Public Schools. The Coordinator will work with other WPS programs that provide adult and/or evening services to support and augment their work.

PRINCIPAL ACCOUNTABILITIES:

1. Responsible for researching, developing, implementing and maintaining programming relevant to the diverse needs of Worcester and to utilize the school department as a resource to the community.
2. Responsible for all marketing and promotional activities for "Night Life" so that Worcester residents can be aware and informed as to the courses, services and programming offered by the Worcester Public Schools.
3. Responsible for working with business, industry and community agencies to develop and/or enhance the delivery of "Night Life"; Adult Education services for the citizens of Worcester.
4. Responsible to coordinate all fiscal responsibilities connected to extension programs.
5. Responsible to work with other WPS administrators, including but not limited to administrators in the Adult Learning Center, Evening School, and Worcester Technical High School, to develop, maintain, and implement a comprehensive menu of Night Life activities that supports the work of the district and its programs.
6. Responsible to serve on all appropriate committees.
7. Responsible for assuring equal educational opportunity to all individuals regardless of race, color, gender, age, marital status, religion, natural origin, sexual orientation, homelessness, or disability; and, to insure reasonable accommodation and compliance with all ADA regulations.
8. Perform other job-related duties as assigned

REQUIRED QUALIFICATIONS:

1. Bachelors Degree
2. Experience working with community-based enrichment and basic adult education programs
3. Ability to manage projects involving multiple programs, physical locations, and staff.

4. Ability to appropriately collect and interpret data related to programming needs and/or program assessment
5. Ability to develop enrichment programs that are relevant and appropriate to the community
6. Business and accounting skills to plan and manage a budget, conduct self-audits, and respond to external audits in a timely and accurate manner

PREFERRED QUALIFICATIONS:

1. Ability to speak Spanish, Vietnamese, Albanian, Portuguese or an African language
2. Demonstrated experience supporting students with special needs
3. Demonstrated experience supporting second language acquisition

WORK YEAR: Student school year plus fifteen (15) additional days in the summer to be scheduled by the supervisor

WORK DAY: 7.5 hours consisting of 7 hours of work and .5 unpaid lunch break for a total of 35 hours/week. The coordinator is expected to be on-site during programming hours; therefore the typical work day will be 3:00pm to 10:00pm or similar.

SALARY: \$80,000-\$95,000

HUMAN RESOURCES

WORCESTER PUBLIC SCHOOLS
WORCESTER, MASSACHUSETTS

JOB DESCRIPTION

POSITION: Director of Human Resources

REPORTS TO: Chief Human Resources Officer

ANTICIPATED START DATE: AUGUST 2018

ACCOUNTABILITY OBJECTIVE:

This position is accountable for supporting the work of the district through the coordination of employee recruitment, selection, and orientation; coordination of staff assignments and transfers; advising and assisting with investigations and discipline; and overseeing compliance with state and federal laws and labor union agreements.

PRINCIPAL ACCOUNTABILITIES:

1. Responsible for the managing the hiring and on-boarding processes for all instructional and non-instructional personnel.
2. Responsible for developing and maintaining adequate record keeping systems on all personnel, personnel actions, contract disputes and legal proceedings concerning employee-management relations.
3. Responsible for assisting and advising supervisors and administrators on sound investigation and progressive discipline practices.
4. Responsible for regular and on-going assessment of the district's personnel needs and, when necessary, the development of job descriptions for new and/or existing positions and/or changes in policies or contract language.
5. Responsible for assisting supervisors and administrators in understanding and implementing all union contracts.
5. Responsible for supervising and evaluating staff.
6. As requested, responsible to attend evening meetings of the school committee or its subcommittees.
7. Responsible for serving as a resource and consultant to supervisors and administrators on best practices in personnel management, including giving presentations to large and small groups

8. Responsible for assuring equal educational and employment opportunity to all individuals regardless of race, color, gender, age, religion, national origin, gender identity, marital status, sexual orientation, disability or homelessness.
9. Performance of all other job-related duties as assigned.

JOB REQUIREMENTS:

- BA degree; advanced degree in human resources, business, or a related field is preferred
- Excellent communication skills (written and verbal)
- Ability to work professionally and productively with teams of colleagues
- Excellent organizational skills
- Ability to read, understand, and interpret laws and legal language
- Skilled in negotiations and mediation
- Minimum 5 years of employment in human resources
- Minimum 3 years of experience as a supervisor
- Knowledable in the following areas:
 - o Employee evaluation and supervision
 - o Recruiting professional staff
 - o Laws pertaining to leaves of absences
 - o Discipline investigations

SALARY: This is a 52-week position with 20 days of vacation. The salary range is \$113,000-\$116,000.