

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

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

on: **Thursday, November 2, 2023**

at: 5:00 p.m. Executive Session

5:30 p.m. Regular Session

in: Esther Howland Chamber, City Hall

virtual:

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

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

ORDER OF BUSINESS

A. General Business Items taken in Executive Session

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

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Massachusetts Nurses Association for and on behalf of Worcester School Nurses.

To discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares - American Arbitration Association No. 01-23-002-6196, Coordinator of School Nurses/Director of Nursing and Health Services and Worcester Public Schools.

B. Call to Order

C. Pledge of Allegiance/National Anthem

Doherty Memorial High School Student, Ed Cruz, The National Anthem.

D. Roll Call

E. Consent Agenda

i. Approval of Minutes

for 3-22 Clerk

To consider approval of the Minutes for the School Committee meeting held on October 19, 2023.

ii. Approval of Donations

To consider approval of a donation to Woodland Academy students from Woodland Academy Parents in the amount of \$4,505.00.

To consider approval of a donation to Woodland Academy students from Shutterfly LLC in the amount of \$526.92.

iii. Notification of Personnel Records

The Superintendent has approved the personnel records provided in backup.

iv. Initial Filing of Individual Recognitions

To recognize Coach Meg Brunelle on her 200th career WPS Field Hockey win.

To recognize Union Hill students Dafne Morales and Jarielisse Rivera.

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

F. Item for Reconsideration

G. Held Item

H. Recognition

To congratulate the Worcester Public Schools Transportation Department, including all drivers, monitors, and staff, for their contributions to a successful transition to district-operated student transportation, as recognized by Association of School Business Officials, International with the 2023 Pinnacle of Achievement Award.

To recognize Transportation Director John Hennessey as the 2023 recipient of National Association of Pupil Transportation Distinguished Service Award.

I. Public Comment

Rule 30 of the Rules of the Worcester School Committee: Any member of the public may address the Committee regarding any item before them for two (2) minutes. Those speaking will state their name, their residence, and the item on which they wish to speak for the record. Those speaking may do so in person or via remote participation. Those wishing to address the Committee in a language other than English are asked to notify the Clerk of the Committee in advance, so the Committee may be provided with an interpreter. Members of the Committee may not respond to the comments of the public at the meeting.

J. Public Petition

c&p 3-11 Hardy-Lavoie

(October 17, 2023)

To request the Worcester School Committee consider adapting all student bathrooms at North High School to be gender inclusive.

K. Report of the Superintendent

ros 3-16 Administration

(November 2, 2023)

From Here, Anywhere... Together: Curriculum & Instruction: Q-Teams in Action

L. Reports of the Standing Committees

aor 3-23 Clerk

To consider approval of the Minutes for the Teaching, Learning and Student Supports meeting held on October 16, 2023.

To consider approval of the Minutes for the Governance and Employee Issues meeting held on October 23, 2023.

To consider approval of the Minutes for the Finance and Operations meeting held on October 24, 2023.

M. Student Advisory Committee Items

N. Approval of Grants and other Finance Items

To consider acceptance of the Supporting Students' Social Emotional Learning, Behavioral & Mental Health and Wellness Through Multi-Tiered Systems of Supports Continuation Grant in the amount of \$53,550.00.

To consider approval of the of the Early College Support Grant from DESE Early College Support Grant, FC460, in the amount of \$475,000.00. The purpose of this grant is to provide financial resources to Early College programs in order to support the expansion and commitment to equity regarding their Early College Designation.

To consider a prior year payment to Entre Technologies in the amount of \$12,436.20 for 5 invoices due to the inability to issue new PO before June 30.

To consider a prior year payment to the Association for Supervision and Curriculum Development in the amount of \$1,543.89 for outstanding FY23 invoices.

To consider a prior year payment to CherryRoad in the amount of \$19,066.45 for outstanding April and May invoices.

To consider a prior year payment to Cit Bank/Konica Minolta in the amount of \$1,573.66 for outstanding FY23 invoices.

To consider a prior year payment to Jodi Contonio in the amount of \$96.00 for bus license and physical reimbursement.

To consider a prior year payment to Nancy Dion in the amount of \$88.00 for bus license and physical reimbursement.

To consider a prior year payment to Amy Durecut in the amount of \$113.00 for bus license and physical reimbursement.

To consider a prior year payment to Marlenny Rodriguez in the amount of \$115.00 for bus license and physical reimbursement.

To consider a prior year payment to Jan Etre in the amount of \$100.00 for nursing license reimbursement.

To consider a prior year payment to Tracy Fortin in the amount of \$898.50 for Spring

Tuition reimbursement.

To consider a prior year payment to Olive Gbokou in the amount of \$476.88 for March-May 2023 transportation reimbursement.

To consider a prior year payment to Gibney in the amount of \$105.00 for a March invoice just received.

To consider a prior year payment to Sara Hollingshead in the amount of \$9,177.00 for a salary adjustment for the 2022-23 school year.

To consider a prior year payment to Mirconet in the amount of \$15,705.80 for June invoices just received.

To consider a prior year payment to Pearson Education in the amount of \$9,086.01 for outstanding FY23 invoices.

To consider a prior year payment to Richard Ruiz in the amount of \$125.00 for bus license and physical reimbursement.

To consider a prior year payment to Jonhpi Santa Del Rosario in the amount of \$144.00 for bus license and physical reimbursement.

To consider a prior year payment to School Specialty in the amount of \$840.72 for June invoices just received.

To consider a prior year payment to Shred It in the amount of \$86.85 for invoices received at the end of the fiscal year.

To consider a prior year payment to Trident Machine in the amount of \$4,057.99 for outstanding FY23 invoices.

To consider a prior year payment to United Elevator in the amount of \$2,880.00 for June invoices.

To consider a prior year payment to Visual Edge in the amount of \$25.00 for a missed April invoice.

To consider a prior year payment to WB Mason in the amount of \$51,978.03 for outstanding FY23 invoices.

To consider a prior year payment to Windriver Environmental in the amount of \$5,331.76 for February and March invoices just received.

To consider a prior year payment to Dr. Rachel Monarrez in the amount of \$179.16 for reimbursement of travel expenses from late June 2023.

O. General Businessgb 3-239 Administration

(October 20, 2023)

To consider the review of the Worcester Public Schools mission and vision and to develop core values with the Strategic Planning Taskforce.

Recommendation of Maker: Refer to Governance and Employee Issues

gb 3-240 Clancey

(October 23, 2023)

Request the administration to review and update, if needed, the District's search policy.

Recommendation of Maker: Refer to Governance and Employee Issues

gb 3-241 McCullough

(October 23, 2023)

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

Recommendation of Maker: Refer to Finance and Operations

P. AnnouncementsStanding Committee Meeting Dates:

Finance and Operations:

- November 13, 2023 at 5:30 p.m. in Room 410, Durkin Administration Building

Teaching, Learning and Student Supports:

- November 14, 2023 at 5:00 p.m. in Room 410, Durkin Administration Building

Governance and Employee Issues:

- November 28, 2023 at 4:45 p.m, in Room 410, Durkin Administration Building

Q. Adjournment

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

E. Approval of Minutes
Clerk
(November 2, 2023)

ITEM: aor 3-22
S.C. MEETING: 11-2-23

ITEM:

To consider approval of the Minutes for the School Committee meeting held on October 19, 2023.

PRIOR ACTION:

BACKUP:

Annex A (7 pages) contains the Minutes of the meeting held on October 19, 2023.

RECOMMENDATION OF MAKER:

File.

RECOMMENDATION OF THE ADMINISTRATION:

File.

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

The School Committee held a meeting on October 19, 2023 in the Esther Howland Chamber in City Hall. The meeting was called to order at 5:02 p.m. by Mayor Petty. There were present Member Clancey, Member Johnson, Member Kamara, Member Mailman, Member McCullough and Mayor Petty. Member O'Connell Novick attended remotely.

The Mayor made a motion at 5:03 p.m. to recess and move into Executive Session.

On a roll call of 7-0, the motion was approved at 5:03 p.m.

At 6:07 p.m. the roll call to convene in open session was approved.

There were present Member Clancey, Member Johnson, Member Kamara, Member Mailman, Member McCullough and Mayor Petty. Member O'Connell Novick attended remotely.

Mayor Petty introduced each member of the Student Advisory Committee, the school which they represent, and their assigned mentor. He also acknowledged Vice-Chair Johnson for his work with this year's committee members.

sa 3-2 Maryjane Bitar for the Student Advisory Committee
 (October 10, 2023)

To explore and utilize, as appropriate, additional mental health resources for students beyond what is currently provided. Additionally, to make a central location for students to be able to access what resources are available and to make the location known to students.

Student Bitar spoke in favor of the request and the benefits that adding such mental health resources would bring to public school students across the district.

Dr. Monarrez introduced Chief Academic Support Officer, Annie Azarloza, who assured the students that she would be in contact concerning their request.

Member Johnson recommended that any services in this area should trickle down to the middle schools too.

Member Kamara suggested that a one-page document be created to itemize services that would be easily utilized.

Annie Azarloza spoke about the consistency in resources being available in wellness rooms across the district's secondary schools and her meeting with deans across the system.

On a roll call vote of 7-0, the item was referred to the Administration.

Consent Agenda

The Mayor made a motion to accept all Consent Agenda items with the exception of the Gene Haas Foundation donation item.

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

The Mayor then took the Public Petition out of order.

c&p 3-10 Spaulding

(October 10, 2023)

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

Petitioner Spaulding explained the reasoning for her filing the request and stated that she looked forward to a discussion before the Standing Committee.

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

The Mayor returned to the Consent Agenda to take up the remaining donation item:

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

The Mayor made a motion to refer to the Standing Committee on Governance and Employee Issues.

Worcester Technical High School Principal Drew Weymouth and Brian Cummings, Instructor in Charge of Advanced Manufacturing, spoke in detail about the 24 year history of grants from the Gene Haas Foundation and the results benefiting students enrolled in the program. They relied upon a slide presentation as narrated by Brian Cummings.

Member O'Connell Novick stated that she wished more data was provided at the outset. She reviewed the long personal history of Mr. Haas whose name is in that of the foundation. She added that the policy for naming needs a public comment period and that in order to avoid that requirement, a two-thirds vote of the Committee is required.

Member O'Connell Novick made a motion to file.

Mayor Petty asked where the name of the foundation would be mounted. Principal Weymouth said it would be at the door to the Advanced Manufacturing Center.

Member Mailman spoke in favor of accepting the donation, making note that the donation is from the foundation and not from Mr. Haas personally.

Member Kamara asked about the vetting process for accepting this donation. Mr. Weymouth reiterated that this donation would be on behalf of the Gene Haas Foundation and not from an individual.

Member Johnson requested the Superintendent to explain the recommendation to accept the \$350,000 donation. Dr. Monarrez spoke to the importance of having work-ready equipment available to students as a part of the effort from Worcester Public Schools to make them work ready graduates. Member Johnson asked Mr. Cummings about the other donations accepted over the years and the portions of the Technical High School for whom areas are named as a condition of having accepted a donation. Mr. Cummings and Principal Weymouth itemized several namings that are specific to the Worcester Technical High School.

Dr. Monarrez committed to work with this foundation and the City Solicitor about contractual naming rights going forward.

Member Clancey spoke that she has issues with naming rights and expressed concern with the process for accepting naming rights.

Member McCullough asked about stipulation being attached with this approval.

Student representative Dawoud echoed Member O'Connell Novick statements regarding naming rights being an honor that is given, rather than something that can be bought.

Student representative Sutton expressed his concerns with accepting this donation in light of the information Member O'Connell Novick presented to the Committee.

Ex Officio Bitar stated that, as a student who attends Worcester Technical High School, she can see the importance of this donation for the Advanced Manufacturing program but echoed the previous naming rights concerns expressed by others.

Student representative Alexis asked if the name associated with this donation is something that Worcester Technical High School would want in the long term if the name could not be removed in the future.

Mr. Cummings explained that the donation would be used for renovations to the shop.

The Mayor then reiterated his motion to refer to Governance and Employee Issues.

On a roll call of 5-2, (Johnson and O'Connell Novick in opposition) the motion to refer was approved.

Mayor Petty took the following item out of order:

gb 3-238 Administration
(October 11, 2023)

Eleni Drosidis to request the School Committee confer a high school diploma on her father, George Drosidis, Doherty Memorial High School class of 1985.

Kosta and Eleni Drosidis spoke in support of awarding their father an honorary diploma.

Mayor Petty made a motion to approve.

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

Held Items

gb 3-232 McCullough
(October 3, 2023)

To request the Administration review and report back at the next committee meeting on the policy regarding alcohol usage in WPS buildings for special events with appropriate City licensure approval.

Member McCullough asked for more information or feedback from the Administration for this type of item for specific events with specific parameters. Dr. Monarrez shared the Massachusetts General Law, Chapter 272 - Part 4A, which makes the sale, delivery, or possession of alcoholic beverages illegal in public school buildings. However, there is an exemption that authorizes the School Committee to allow any public or nonprofit organization to use the building during non-school hours to possess or sell alcoholic beverages, this allowance can only be provided through the proper licensing that is received

from the Licensing Commission. She added that the City Solicitor recommended that Worcester Public Schools be relieved of any liability and recommended making a change to the facilities use agreement if the Committee decides to move forward with approval of this exemption. She asked the committee to consider the morality of allowing alcohol on a school campus when schools are meant for children.

Member O'Connell Novick made a motion to file the item.

Mayor Petty explained that the motion to refer the item to Governance and Employee Issues takes precedence over the motion to file.

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

On a roll call of 3-4, (Clancey: Yes, Mayor Petty: Yes, McCullough: Yes, Johnson: No, Kamara: No, Mailman: No, O'Connell Novick: No)

The motion fails.

Mayor Petty made a motion to file.

On a roll call of 4-3, (Johnson: Yes, Kamara: Yes, Mailman: Yes, O'Connell Novick: Yes, Clancey: No, McCullough: No, Mayor Petty: No).

The motion was approved.

ros 3-15 Administration

(October 19, 2023)

From Here, Anywhere... Together: Student Academic Achievement Part 2

Marco Andrade, Ph.D.

Marie Morse, Ed.D.

Assistant Superintendent, Dr. Marie Morse, and Director of Research and Accountability, Dr. Marco Andrade, presented the committee with subgroup and accountability data from the MCAS exam from school year 2022-23. Dr. Monarrez added that the Administration does see the areas of potential growth and improvement in the scores that were presented and are working on supporting students and staff to help increase those scores.

Member Kamara observed that math scores should be higher despite students not being native english speakers. She added that quantitative tests can only give so much information, and encouraged the inclusion of qualitative data as well to help show a range of skills. She remains hopeful because of the Vision of a Learner and seeing an increase of after school programs that are aimed to help students with areas they are struggling in. She stated she hopes to see more information and data on the programs offered to students before, after and during school.

Member Mailman echoed Member Kamaras statements about after school programs.

Vice-Chair Johnson, as the Chairperson, took the following held item:

gb 3-225 Mailman

(September 26, 2023)

To request that Administration recommend the best plan to publicly monitor progress on the health of male students as it relates to their ability to participate in various programs throughout the district including areas such as attendance and achievement.

Member Mailman rephrased the language of her item to include gender data rather than solely male students. She added that the importance of being able to have a more thorough breakdown of demographics as a way to see who is in the most need for additional support. She amended the item to ask the Administration to provide the School Committee, when looking at sub groups and progress on any of the listed accountability scores, that gender breakdown be included.

Member O'Connell Novick clarified that Member Mailman is asking for the breakdown of gender to become the standard practice when reporting data to the School Committee, along with the subgroup data that is already provided.

Superintendent Monarez clarified that the breakdown of gender can be provided in the way this item is requested.

Johnson, as chair, made the motion to approve the item as amended.
On a roll call of 7-0, the item was approved as amended.

Reports of the Standing Committees

aor 3-20 Clerk

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

Mayor Petty made a motion to approve.
On a roll call of 7-0, the minutes were approved.

To consider approval of the Minutes for the Finance and Operations meeting held on September 18, 2023.

Mayor Petty made a motion to approve.
On a roll call of 7-0, the minutes were approved.

To consider approval of the Minutes for the Governance and Employee Issues meeting held on October 3, 2023.

Mayor Petty made a motion to approve.
On a roll call of 7-0, the minutes were approved.

Approval of Grants and other Finance Items

To consider a prior year payment to Herc Rentals in the amount of \$3,250.00 for an invoice that was received after the purchase order was closed.

Mayor Petty made a motion to approve.
On a roll call of 7-0, the motion was approved.

gb 3-205.1 Clancey

(August 23, 2023)

Response from Administration on:

To get a report on the new pilot program of Parent Square. This report to include the plan/costs/terms associated with entering into this contract.

Member Clancey questioned whether the three year contract could be broken if the program is unsuccessful. Dr. Monarez stated that the contract could be terminated at any time. Member Clancey asked if there would be any kind of training for parents. Dr. Monarez stated that there have been discussions about how to let parents know about the program but assured Member Clancey that the program is very user-friendly and overall more simplistic. Member Clancey recommended sharing that information with PTOs to help get the information distributed.

Member Kamara emphasized the importance of getting the information to all parents.

Member O'Connell Novick requested getting a report back to the Committee from classroom level staff and families following the implementation of this program.

Mayor Petty made a motion to approve and file.

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

gb 3-234 Mayor Petty

(October 6, 2023)

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

Member O'Connell Novick suggested an amendment to this item so it would state, to request the Standing Committee on Governance and Employee Issues create an amendment process for emergency items to be placed on the agenda.

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

On a roll call of 7-0, the item was referred to Governance and Employee Issues as amended.

gb 3-235 Clerk

(October 10, 2023)

To consider approval of the proposed schedule of School Committee meeting dates for the calendar year 2024.

Member McCullough noted that the time reflected in the schedule should reflect the Committee's desire to hold Executive Session meetings at 5:00 p.m. depending on the volume of items taken during the Executive Session on a weekly basis.

Member O'Connell Novick noted that the April 25th meeting, which was moved to avoid April vacation, now lies on the third day of Passover. She proposed moving that meeting date back to the April vacation week to avoid the holiday. She also recommended moving the November 7th meeting to November 14th as many members will be away at a conference. Member McCullough suggested moving the meeting in April to the 11th, as some people may have already made plans and not be in the area.

Mayor Petty made a motion to recommit the schedule to the Clerk for revision.

On a roll call of 7-0, the item was recommitted to the Clerk for revision.

gb 3-236 Johnson

(October 11, 2023)

To look at the current rules of the Worcester School Committee and update in preparation

for the new School committee starting in January 2024.

Mayor Petty made a motion to refer the item to Governance and Employee Issues.
On a roll call of 7-0, the motion was approved.

gb 3-237 Administration

(October 11, 2023)

To consider dedicating the auditorium at the Durkin Administration Building in honor. of Dr. Helen Friel who dedicated her professional life to the Worcester Public Schools.

Mayor Petty made a motion to refer the item to Governance and Employee Issues.
On a roll call of 7-0, the motion was approved.

Mayor Petty made a motion to adjourn the meeting.
On a roll call of 7-0, the meeting was adjourned at 8:38 p.m.

E. Consent Agenda - Personnel Records
Administration
(October 25, 2023)

S.C. MEETING: 11-2-23

ITEM:

The Superintendent has approved the personnel records provided in backup.

PRIOR ACTION:

BACKUP:

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

RECOMMENDATION OF MAKER:

To approve.

RECOMMENDATION OF THE ADMINISTRATION:

To approve.

Personnel Records

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

Teachers:

Bonhomme, Valentini, Systemwide, Physical Education, 10/16/23
 Cobos, Ericka, Systemwide, School Adjustment Counselor, 10/30/23
 Gosselin, Haley, Systemwide, Elementary, 10/18/23
 Pennell, Erin, Systemwide, Special Education, 10/30/23
 Pina, Michael, Clark Street, Elementary, 10/16/23
 Shipley, Henley, Belmont Community, English as a Second Language, 10/16/23
 Wood, Michael, University Park, Mathematics, 10/30/23

Non-Instructional Staff:

Boyles, Alexis, 10/11/23, Paraeducator, Special Education, Systemwide
 Eguasquiza, Adrianna, 10/23/23, Paraeducator, Special Education, May Street
 Foley, Jennifer, 10/23/23, Paraeducator, Kindergarten, Belmont Community
 Kirk, Maeve, 10/23/23, Paraeducator, Special Education, Systemwide
 Lamarche, Jennifer, 10/18/23, Paraeducator, Special Education, Systemwide
 Le, Hanh, 10/11/23, Paraeducator, Special Education, Roosevelt
 Linnan, Dana, 10/23/23, Paraeducator, SAIL, Systemwide
 Myrteza, Blerta, 10/18/23, Paraeducator, Special Education, Gates Lane
 Pye, Jahmaria, 10/23/23, Paraeducator, Special Education, Academic Center for Transition
 Riaz, Sehrish, 10/12/23, Paraeducator, Special Education, Systemwide
 Schur, Jennifer, 10/16/23, Paraeducator, ESL, Chandler Magnet
 Slater, Beverly, 10/16/23, Paraeducator, Special Education, Systemwide
 Smith, Neolfis, 10/16/23, Paraeducator, Special Education, Roosevelt
 Taverez, Lisbet, 10/23/23, Paraeducator, Special Education, Canterbury Street
 Unoh, Juliet, 10/16/23, Paraeducator, Special Education, Grafton Street

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

Givins, Felicia, Vernon Hill, Teacher, Elementary, Intermediate, 10/13/20
 Tubman, Madison, Sullivan Middle School, Teacher, English, Secondary, 10/13/23
 Wild, Renee, Systemwide, Teacher, Special Education, Speech, 10/19/23

E. Initial Filing of Individual Recognitions
McCullough
(October 12, 2023)

MEETING: 11-2-23

ITEM:

To recognize Coach Meg Brunelle on her 200th career WPS Field Hockey win.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Recognize and confer with Mayor

RECOMMENDATION OF THE ADMINISTRATION:

E. Initial Filing of Individual Recognitions
McCullough
(October 12, 2023)

MEETING: 11-2-23

ITEM:

To recognize Union Hill students Dafne Morales and Jarielisse Rivera.

PRIOR ACTION:

BACKUP:

Annex A (1 page) contains a brief summary of the rationale for this recognition.

RECOMMENDATION OF MAKER:

Recognize.

RECOMMENDATION OF THE ADMINISTRATION:

To recognize Union Hill students Dafne Morales and Jarielisse Rivera.

Today, Interim Chief Saucier and the Worcester Police Department honored two community heroes. Officer Rebecka Mailea has been speaking to students at Union Hill School recently, and encouraging students to call 911 if they witness emergencies.

Recently, fourth grader Dafne Morales and sixth grader Jarielisse Rivera were outside when they witnessed a female go unconscious and suffer a medical emergency. The girls reacted by approaching the woman, taking her cell phone, and calling 911. An ambulance and WPD officers arrived, ensuring that the woman received the medical assistance she needed. The girls told first responders that they were following the advice of Officer Mailea by calling 911.

We are thrilled to present the Exemplary Service Award to Dafne Morales and Jarielisse Rivera, who make us all proud. Congratulations girls!

H. Recognitions
O'Connell Novick
(October 11, 2023)

MEETING: 11-2-23

ITEM:

To set a date To congratulate the Worcester Public Schools Transportation Department, including all drivers, monitors, and staff, for their contributions to a successful transition to district-operated student transportation, as recognized by Association of School Business Officials, International with the 2023 Pinnacle of Achievement Award.

PRIOR ACTION:

10-19-23: The Initial Filing of the Recognition was approved on a roll call of 7-0.

BACKUP:

Annex A (3 pages) contains the awards page from the Association of School Business Officials International website.

RECOMMENDATION OF MAKER:

Approve.

RECOMMENDATION OF THE ADMINISTRATION:

Approve.

AMERICAN COLLEGE OF EDUCATION
2023 NEWSWEEK RANKINGS
AMERICA'S TOP ONLINE COLLEGES 2023
#2 AMERICA'S TOP ONLINE COLLEGES
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PINNACLE RECIPIENTS



The Pinnacle Awards celebrate the work of outstanding individuals whose original solutions maximize resources and enhance student achievement.

Congratulations to the 2023 Pinnacle Award recipients—innovators in school business management!

PINNACLE OF EXCELLENCE AWARD RECIPIENT



Jeremy Larson, EdD
Superintendent
Paris Union School District 95
Paris, Illinois

Paris Union School District 95 launched an innovative program called the Tiger Health Center. Developed in collaboration with a local hospital, this comprehensive healthcare clinic is designed to improve the physical and mental health of students by bringing healthcare services to students, eliminating the barriers that at-risk families often encounter when seeking physical and mental health services through referral systems, and overcoming the expense of obtaining such services.

Since the health center’s opening, student and staff attendance has increased, reducing costs associated with absences and employee healthcare and underscoring the program’s value to the district. Most importantly, the increased attendance correlates with an uptick in overall student academic performance and a notable decrease in disciplinary incidents and crisis calls, highlighting the importance of the mental health support provided by the center.

PINNACLE OF ACHIEVEMENT AWARD RECIPIENTS



Brian Allen
Deputy Superintendent/Chief Financial and Operations Officer
Worcester Public Schools
Worcester, Massachusetts

Faced with significantly increasing transportation costs, limited competition for bids, and a noticeable decline in customer service over the past several years, Worcester Public Schools decided to move student transportation from primary contracted services to fully district-operated transportation for the 2022-2023 school year. As a result, the district realized savings totaling \$3.5 million last year, added 46 teacher positions, improved transportation customer service, and improved the level of transportation options available to the district.

The cost savings resulting from the move to in-district student transportation also allowed the district to increase opportunities for student to participate in field trips, afterschool activities, and athletics. The district also partnered with the state’s career reemployment agency and the district’s adult education program to recruit and retain bus drivers.

Bobbie Stuart
Business Manager



Bayard Public Schools
Bayard, Nebraska

Many rural communities like Bayard, Nebraska, have few options for childcare close to home. Not only was lack of childcare a challenge for the overall community, it was affecting the district's teacher recruitment and retention efforts.

The district approached the city about partnering to increase childcare capacity. The result is a private, community-owned childcare center located in the elementary This partnership approach allowed the Childcare Center and District to share a teacher as a Childcare Director/ Preschool teacher for three-year-olds. The District was also able to expand its current preschool program to offer a full-day program for four-year-olds.

Not only does the childcare center help the community's parents, it provides Bayard's children with a consistent curriculum from birth through age five in a safe, caring environment.



Jesse Walck
Business Manager
Panther Valley School District
Lansford, Pennsylvania

Panther Valley's parking lots were in disrepair due to traffic volume, but because the district had been financially challenged for more than a decade, it had scaled back maintenance staff and tabled many projects, such a parking lot repaving.

Recognizing that local municipalities require these services as well, the district reached out to the municipalities within the district's footprint regarding a partnership that ultimately would save the taxpayers money.

A shared municipal services agreement allowed the municipalities to perform site work at material cost, in exchange for the district allowing the municipalities to utilize their equipment and facilities when needed. The agreement also allows the district to utilize the municipalities' equipment, which continues to keep costs down for services and rentals.

Awards

Meritorious Budget Award & Pathway to the MBA

Certificate of Excellence in Financial Reporting

Pinnacle Awards

Pinnacle Award Eligibility and Classifications

Pinnacle Project Summaries

Pinnacle Award Recipients

Eagle Awards

Emerging Leaders Scholarship

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KEY RESOURCES FROM INDUSTRY EXPERTS

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H. Recognitions
O'Connell Novick
(October 11, 2023)

MEETING: 11-2-23

ITEM:

To recognize Transportation Director John Hennessey as the 2023 recipient of National Association of Pupil Transportation Distinguished Service Award.

PRIOR ACTION:

10-19-23: The Initial Filing of the Recognition was approved on a roll call of 7-0.

BACKUP:

Annex A (1 pages) contains the NAPT announcement.

RECOMMENDATION OF MAKER:

Approve.

RECOMMENDATION OF THE ADMINISTRATION:

Approve.

"For John's exemplary service on behalf of NAPT at state and national levels. Thank you for your leadership, ensuring the pupil transportation industry's reputation for safe, responsible, and economical service to our passengers." (Per NAPT announcement)

Award to be presented at NAPT Annual Conference on October 30, 2023

J. Public Petition
Hardy-Lavoie
(October 17, 2023)

ITEM: c&p 3-11
S.C. MEETING: 11-2-23

ITEM:

To request the Worcester School Committee consider adapting all student bathrooms at North High School to be gender inclusive.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Refer to Finance and Operations

K. Report of the Superintendent
Administration
(November 2, 2023)

ITEM: ros 3-16
S.C. MEETING: 11-2-23

ITEM:

From Here, Anywhere... Together: Curriculum & Instruction: Q-Teams in Action

PRIOR ACTION:

BACKUP:

Annex A (12 pages) contains the Powerpoint presentation.
Annex B (2 pages) contains background information on the Q-Teams.

RECOMMENDATION OF MAKER:

To approve.

RECOMMENDATION OF THE ADMINISTRATION:

To approve.

Q - TEAMS IN ACTION

CURRICULUM & INSTRUCTION



PRESENTATION OVERVIEW

KEY POINTS

WHY Q TEAMS

GOALS & OUTCOMES

CYCLE OF COACHING FOR IMPACT

CONSISTENT PROCESSES & TRACKING

DASHBOARD & MEETING SCHEDULES

TESTIMONIALS

Presented by
Executive Directors:
William Foley
Ellen Kelley
Timothy Sippel, Ed.L.D.
Kareem Tatum, Ed.D.



Agenda Page 28

Student Goal

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

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

Impact Evidence

- Increasing the DESE accountability score for the schools at/below 5 by 4 percentile points
- Increasing the DESE accountability score for the schools between 6 - 10 by 5 percentile points
- Increasing the DESE accountability score for the schools between 11 -20 by 6 percentile points

Product Evidence

- WPS Data Literacy Guidebook
- Multilingual Education Operating Manual

WHAT ARE Q-TEAMS?

Q-Teams are comprehensive groups of skilled individuals from multiple departments whose goal is to provide efficient and consistent support to students & schools that are organized by district **quadrants**.

Why Q-Teams?

- Cross-department team based approach
- Able to address localized needs more efficiently and allocate necessary resources
- Collaboration to help break down barriers

Who makes a Q-Team?

- Executive Director
- Special Education
 - Quadrant Supervisor
 - Department Head
 - Two Focused Instructional Coaches (FIC)
- Multilingual Education
 - Supervisor
 - Two FIC
- Educational Technology
 - Two FIC
- Culture & Climate
 - Two FIC
- Curriculum & Professional Development
 - One FIC



GOALS & OUTCOMES

IMPROVE COACHING AND SUPPORT TO ALL SCHOOLS, ENSURE COLLECTIVE ACCOUNTABILITY, LEVERAGE CROSS-FUNCTIONAL TEAMS, AND PROVIDE ITERATIVE, CONTINUOUS SUPPORT TO ALL SCHOOLS

STREAMLINED SUPPORT

Streamline support to schools and leadership teams to ensure that a system of shared accountability exists throughout the district

CROSS-DEPARTMENT EXPERTISE

Provide cross-department expertise in problem-solving at schools

CONSISTENT INSTRUCTIONAL FRAMEWORK

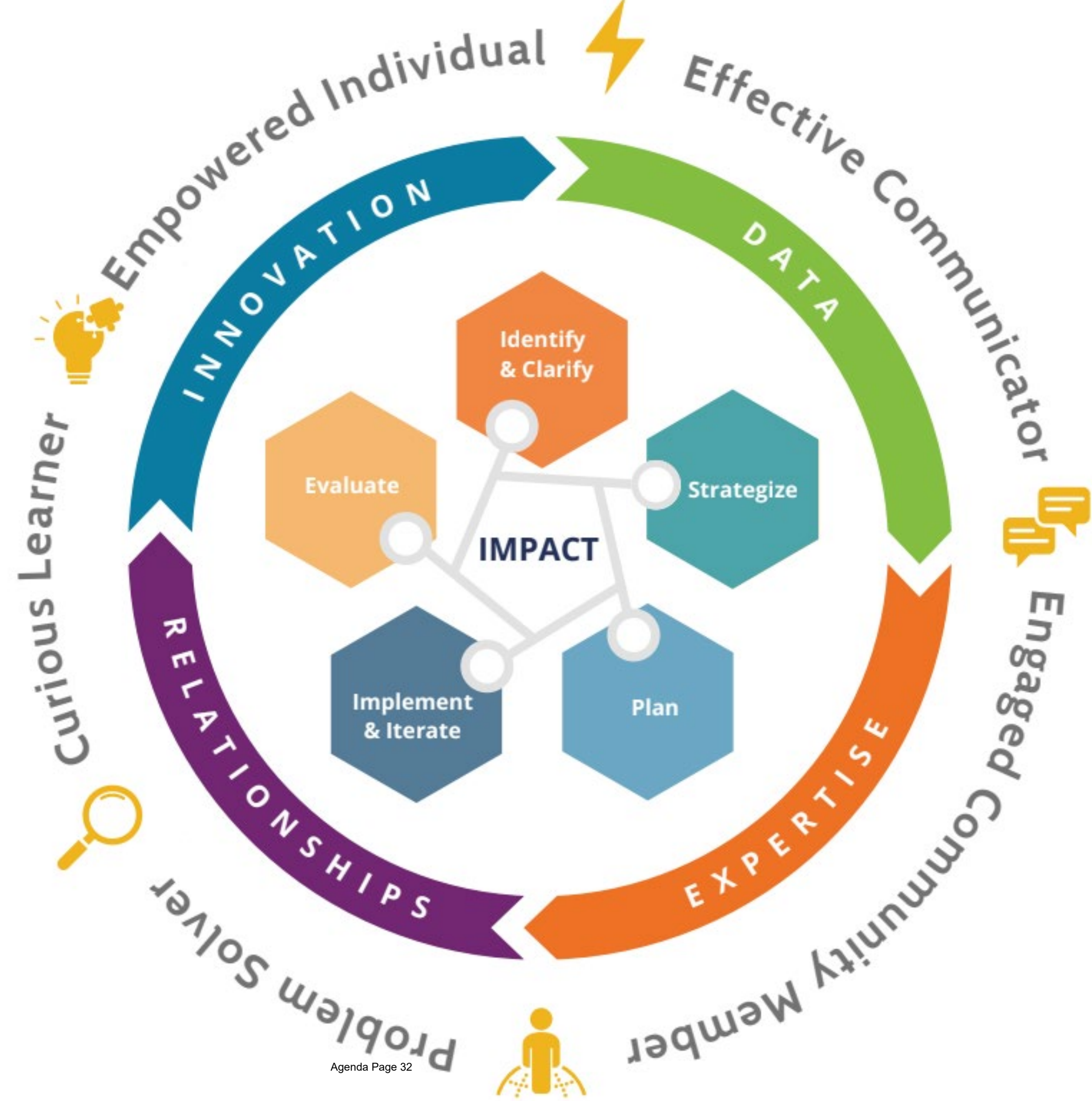
Assert new instructional framework as a priority and build consistency across schools.



ROS3 - 16 Q TEAMS

05

CYCLE OF COACHING FOR IMPACT





WORCESTER
PUBLIC SCHOOLS

HOW ARE
SUPPORTS
TRACKED?

Data

Response Form

Form Data

Dashboard

Quadrant

Burncoat Responses

Doherty Responses

South Responses

North Responses

Department

Culture & Climate

Multilingual Education

Special Education


Educational Technology


OCPL


A shared spreadsheet with a response form captures all support actions across the district.

DATA COLLECTION

HOW ARE SUPPORTS TRACKED?

 SOUTH QUADRANT							
Timestamp	Email Address	Choose a Quadrant	Date of Visit	Choose a School	Choose a Department	Type of Support	Notes
9/25/19	[Redacted]	South	9/25/19	[Redacted]	Curriculum	Curriculum	To 21st Century Learning...
9/27/19	[Redacted]	South	9/27/19	[Redacted]	Special Education	Collaboration	Developing...
9/27/19	[Redacted]	South	9/27/19	[Redacted]	Special Education	Curriculum	With...
9/27/19	[Redacted]	South	9/27/19	[Redacted]	Special Education	Collaboration	On...
9/27/19	[Redacted]	South	9/27/19	[Redacted]	Special Education	Curriculum	All...
9/27/19	[Redacted]	South	9/27/19	[Redacted]	Special Education	Curriculum	All...

 DOHERTY QUADRANT							
Timestamp	Email Address	Choose a Quadrant	Date of Visit	Choose a School	Choose a Department	Type of Support	Notes
9/27/19	[Redacted]	Doherty		[Redacted]	Curriculum	Collaboration	It's...
9/27/19	[Redacted]	Doherty		[Redacted]	Curriculum	Collaboration	Just...
9/27/19	[Redacted]	Doherty		[Redacted]	Curriculum	Curriculum	How...
9/27/19	[Redacted]	Doherty		[Redacted]	Curriculum	Curriculum	How...
9/27/19	[Redacted]	Doherty		[Redacted]	Curriculum	Collaboration	How...
9/27/19	[Redacted]	Doherty		[Redacted]	Curriculum	Curriculum	How...

 EdTech								
Timestamp	Email Address	Choose a Quadra	Date of Visit	Choose a School	Choose a Department	Type of Support	Notes	Next Steps (Optic
9/27/19	[Redacted]	Unit	9/27/19	[Redacted]	Education Technology	Collaboration	Participating...	
9/27/19	[Redacted]	Unit	9/27/19	[Redacted]	Education Technology	Curriculum	Supporting...	
9/27/19	[Redacted]	Unit	9/27/19	[Redacted]	Education Technology	Curriculum	Supporting...	
9/27/19	[Redacted]	Unit	9/27/19	[Redacted]	Education Technology	Curriculum	Supporting...	
9/27/19	[Redacted]	Unit	9/27/19	[Redacted]	Education Technology	Curriculum	Supporting...	
9/27/19	[Redacted]	Unit	9/27/19	[Redacted]	Education Technology	Curriculum	Supporting...	

Once a support visit is tracked it is listed both on the quadrant and the department pages allowing for understanding of what is needed from both a quadrant and department lens.

HOW ARE SUPPORTS TRACKED?



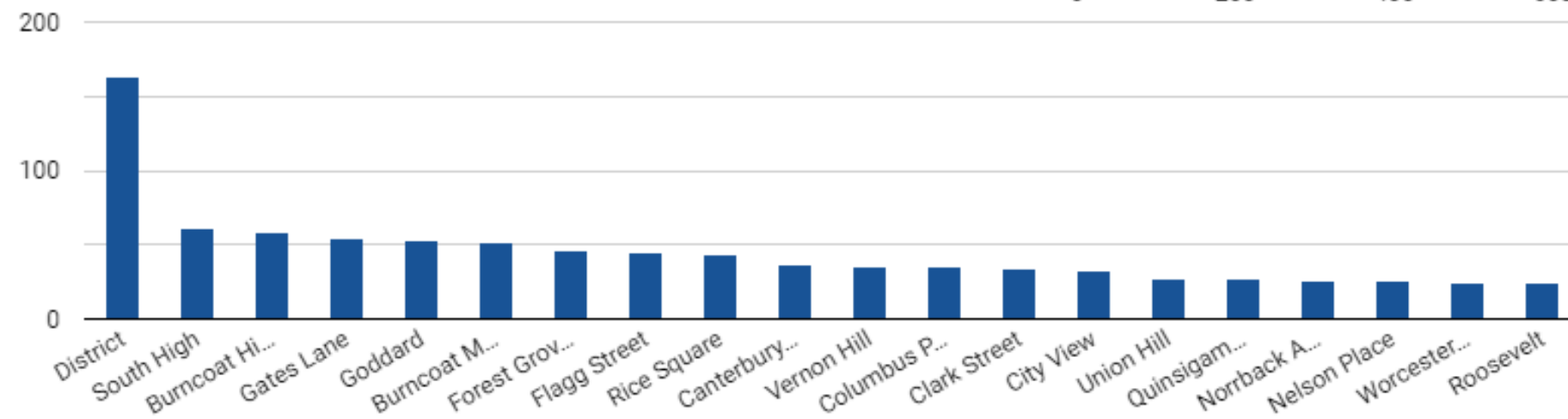
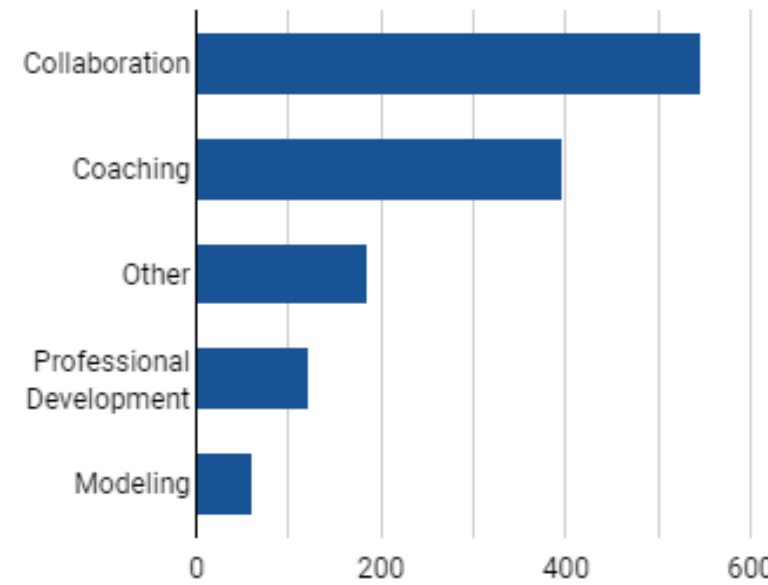
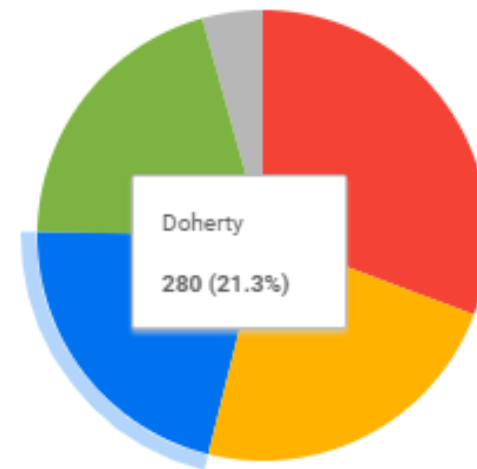
WORCESTER
PUBLIC SCHOOLS

2023-2024

Q-Team Support Dashboard

Search by school

Support Events
1,312



Date	Quadrant	Department	Type of Support	School
Oct 27, 2023	Burncoat	Special Education	Collaboration	Wawecus Road
Oct 26, 2023	Burncoat	Multilingual Education	Coaching	Burncoat Middle School
Oct 26, 2023	Doherty	Culture and Climate	Collaboration	Doherty High
Oct 26, 2023	Doherty	Culture and Climate	Collaboration	Flagg Street



[Support Form](#)

BURNCOAT Q-TEAM SCHEDULE

Title	Q-Team Member	Home Base	Time	Monday, 9/11	Tuesday, 9/12	Wednesday, 9/13	Thursday, 9/14	Monday, 9/18	Tuesday, 9/19
Executive Director	William Foley	Choose a scho...	AM	Choose a sch... ▼	Choose a sc... ▼	Choose a school ▼	Choose a school ▼	Choose a sc... ▼	Choose a sc... ▼
			AM	Choose a sch... ▼	Choose a sc... ▼	Choose a school ▼	Choose a school ▼	Choose a sc... ▼	Choose a sc... ▼
			PM	Choose a sch... ▼	Choose a sc... ▼	Choose a school ▼	Choose a school ▼	Choose a sc... ▼	Choose a sc... ▼
			PM	Choose a sch... ▼	Choose a sc... ▼	Choose a school ▼	Choose a school ▼	Choose a sc... ▼	Choose a sc... ▼
SpEd Quadrant Supervisor	Rachel Kodra	Choose a scho...	AM	Choose a sch... ▼	Choose a sc... ▼	Choose a school ▼	Choose a school ▼	Choose a sc... ▼	Choose a sc... ▼
			AM	Choose a sch... ▼	Choose a sc... ▼	Choose a school ▼	Choose a school ▼	Choose a sc... ▼	Choose a sc... ▼
			PM	Choose a sch... ▼	Choose a sc... ▼	Choose a school ▼	Choose a school ▼	Choose a sc... ▼	Choose a sc... ▼
			PM	Choose a sch... ▼	Choose a sc... ▼	Choose a school ▼	Choose a school ▼	Choose a sc... ▼	Choose a sc... ▼
SpEd Department Head	Sue Gallagher	Choose a scho...	AM	Choose a sch... ▼	Choose a sc... ▼	Choose a school ▼	Choose a school ▼	Choose a sc... ▼	Choose a sc... ▼
			AM	Choose a sch... ▼	Choose a sc... ▼	Choose a school ▼	Choose a school ▼	Choose a sc... ▼	Choose a sc... ▼
			PM	Choose a sch... ▼	Choose a sc... ▼	Choose a school ▼	Choose a school ▼	Choose a sc... ▼	Choose a sc... ▼
			PM	Choose a sch... ▼	Choose a sc... ▼	Choose a school ▼	Choose a school ▼	Choose a sc... ▼	Choose a sc... ▼
SpEd Department Head	Christopher Aghjayan	Choose a scho...	AM	Choose a sch... ▼	Choose a sc... ▼	Choose a school ▼	Choose a school ▼	Choose a sc... ▼	Choose a sc... ▼
			AM	Choose a sch... ▼	Choose a sc... ▼	Choose a school ▼	Choose a school ▼	Choose a sc... ▼	Choose a sc... ▼
			PM	Choose a sch... ▼	Choose a sc... ▼	Choose a school ▼	Choose a school ▼	Choose a sc... ▼	Choose a sc... ▼
			PM	Choose a sch... ▼	Choose a sc... ▼	Choose a school ▼	Choose a school ▼	Choose a sc... ▼	Choose a sc... ▼
SpEd EIC	Debra Lortin	Choose a scho...	AM	Choose a sch... ▼	Choose a sc... ▼	Choose a school ▼	Choose a school ▼	Choose a sc... ▼	Choose a sc... ▼
			AM	Choose a sch... ▼	Choose a sc... ▼	Choose a school ▼	Choose a school ▼	Choose a sc... ▼	Choose a sc... ▼

Q-Team leaders meet weekly with Executive Directors and in-school support is mapped out weekly to ensure collective accountability and equity. Once a month the EDs conduct an ALL Q-Team meeting to bring minds from across the entire district together for gathering insights.

ROS 3-16 Q TEAMS

TESTIMONIALS

ROS 3-16 Q TEAMS



Questions?

THANK YOU!!

William Foley
Ellen Kelley
Timothy Sippel, Ed.L.D.
Kareem Tatum, Ed.D.



WORCESTER PUBLIC SCHOOLS

Office of the Curriculum & Instruction
Executive Directors

P 508-799-3115
F 508-799-3199

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

Why Q-Teams?

Collective efficacy continues to be an evidenced-based practice that yields positive impact on student learning. (Hattie, 2023) Job-embedded support, collaborative educators and integrated approach to lesson design and delivery is a cornerstone of strong teaching and learning practices. If Worcester Public Schools is going to become the best in educating all children then we have to become a collaborative learning community. A culture of siloed approaches must be eliminated and it is the role of the district office to break down the silos.

To that end, Worcester Public Schools (WPS) has implemented a new approach to comprehensive support for our students, staff, and schools. While our school district still has departments that focus on specific programmatic expertise, we have reorganized existing district experts to work in quadrant cross-departmental teams to deliver extensive and aligned support. These interdisciplinary teams of specialists will work with all schools to create systems and structures that meet the needs of all students attending future focused schools.

The role of the Q-team is to provide coaching, modeling, troubleshooting and guidance to their identified schools. This approach helps the district strategically allocate resources and expertise where needed most, ensuring that schools strive for improvement. By dividing teams across the city, the district can address localized needs efficiently and collaboratively, ultimately enhancing the overall educational experience for all students. This reorganization is essential because, despite everyone's hard work, we've been operating in isolated silos without achieving the desired outcomes. By forming these collaborative teams, we can break down these barriers and ensure that our collective efforts are aligned and directed towards achieving the much-needed results in our schools.

Theory of Action

We believe if Q-Teams are organized through a cross department, team-based structure and Q-Teams provide efficient, aligned, coherent and consistent support to all schools, then there will be collective accountability and equitable support to all schools.

Goals and Outcomes

The goals of the reorganization are to improve coaching and support to all schools, ensure collective

accountability, leverage cross-functional teams, and provide iterative, continuous support to all schools. The new model:

1. Streamlines support to schools and leadership teams to ensure that a system of shared accountability exists throughout the district
2. Provides cross-department expertise in problem-solving at schools
3. Asserts new instructional framework as a priority and builds consistency across schools.

How it Works

Each Quadrant Team (Q-Team) consists of key members from multiple departments that bring a unique lens and expertise to share across the team and in turn to schools. The Q-Teams, led by our Executive Directors (EDs), are designed to provide consistent and collaborative support which is customized to provide assistance to schools, leaders, focused instruction coaches (FICs), and staff. The Q-Team set ambitious and targeted goals with schools. A few examples of the different ways they provide support are:

- Modeling lessons in classrooms
- Meeting with all school based teams to create supports for the whole child
- Help to create a positive and welcoming environment
- Provide professional development to staff members
- Conduct book studies
- Provide outreach to families and outside organizations to bring in community based supports and build student engagement
- Address mental health issues by assisting school adjustment counselors, psychologists, & guidance counselors
- Create toolboxes for students, staff, and families
- Attend grade level team meetings to offer insight on lesson planning and classroom management
- Assist teachers with restructuring classrooms
- Work with the grade level teachers and ESL teachers to ensure curriculum alignment

Consistent Processes

The system leaders will use similar coaching designs and structures, consistent protocols, and processes and practices across the network and quadrants.

Regular meetings and opportunities to share across all levels of the system will occur.

Communication

An intentional cadence of meetings has been established to ensure a two-way communication flowing from schools to district offices. The Q-team members spend 80% of their work week in the field working with schools, staff and students. Every Friday they meet with their teams and Executive Directors. They also meet with Directors of programs to ensure skills and knowledge is being shared and further developed. A streamlined system has been developed to track activities and support to schools. A dashboard has also been developed so that we may monitor impact and adjust in real time. The various tools developed this school year will be refined overtime so that all decisions become data-based and intentional, not reactionary.

- L. Reports of the Standing Committees
Clerk
(November 2, 2023)

ITEM: aor 3-23
S.C. MEETING: 11-2-23

ITEM:

To consider approval of the Minutes for the Teaching, Learning and Student Supports meeting held on October 16, 2023.

To consider approval of the Minutes for the Governance and Employee Issues meeting held on October 23, 2023.

To consider approval of the Minutes for the Finance and Operations meeting held on October 24, 2023.

PRIOR ACTION:

BACKUP:

Annex A (2 pages) contains the Minutes for the Teaching, Learning and Student Supports meeting held on October 16, 2023.

Annex B (1 page) contains the Minutes for the Governance and Employee Issues meeting held on October 23, 2023.

Annex C (3 pages) contains the Minutes for the Finance and Operations meeting held on October 24, 2023.

RECOMMENDATION OF MAKER:

File.

RECOMMENDATION OF THE ADMINISTRATION:

File.

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

The Standing Committee on Teaching, Learning and Student Supports met on October 16, 2023 in Room 410, Durkin Administration Building. The meeting was called to order at 5:00 p.m. by Chairperson McCullough. There were present: Member Mailman and Chairperson McCullough. Member Kamara attended virtually. There were also present Deputy Superintendent Dr. Marie Morse, Burncoat Quadrant Director William Foley and Sarah Kyriazis, Wawecus Road School Principal.

gb-2-201.1 Mailman

(July 11, 2022)

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

Dr. Morse explained the work involved in this pre-planning phase which the Administration has intentions to implement in the 2025-26 school year. The schedule is dependent on the formulation of a budget and funding availability.

Member Mailman stressed the importance of connecting homecare providers across the city into this pre-planning process and with our employees.

Member Kamara added that she hopes services can be provided as early as possible and that the Worcester Public Schools' plans align with the coalition and City of Worcester plans.

Chairperson McCullough made a Motion as follows:

To request the Standing Committee on Finance and Operations to consider developing a budget for implementation of childcare services for future consideration.

Chairperson McCullough also made a Motion to hold the item in Teaching, Learning and Student Supports until September 2024 for a report back on the budget planning from Finance and Operations.

On a roll call of 3-0, both Motions were approved.

Gb 3-109.1 Administration

(April 5, 2023)

To consider approval of the new course, Unified Physical Education, to be piloted at Burncoat High School for 2023-2024.

Mr. Foley informed the Committee that there are currently 17 Burncoat students enrolled in this program, 11 are students with disabilities and 6 are from the general education population. The Unified Physical Education pilot program has been successful in terms of creating an inclusive physical education environment for all students thus far. It is anticipated to be expanded throughout the district based on what is learned throughout the pilot program's implementation.

Member Kamara asked if it is anticipated that the program will only be expanded within high schools and how the program would be implemented.

Mr. Foley responded that the administration will wait to recommend on that issue once the pilot program is reviewed. He added that additional training would be needed for the implementation of the program in other schools.

Member Kamara stated that she looks forward to the evaluation of the pilot program and how existing programming might be eliminated to accommodate the expansion of Unified Physical Education program.

Chairperson McCullough made a motion to file.

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

gb-3-207.1 Administration
(August 28, 2023)

To consider approval of the Vision of a Learner.

Dr. Morse reported that updates have been made to the Plan as recommended previously by Members O'Connell Novick and Member Kamara and all members of the School Committee.

Chairperson McCullough stated how pleased she is that goals will be measured along the way.

Member Mailman questioned specifically how a timeline might be established for measuring skills itemized on page ten of the backup.

Principal Kyriazis responded that it will be difficult to assign timelines to these skills as it all depends on some phases moving faster than others, and some moving slower than others.

Chairperson McCullough asked if updates for the Vision of a Learner will be provided over time in the Report of the Superintendent.

Dr. Morse confirmed that those will be broken down in parts and pieces that will be shared with the entire School Committee.

Member Kamara mentioned the incredible work introducing content to various grades throughout the district.

Chairperson McCullough made a motion to approve the item.

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

Chairperson McCullough made a motion to adjourn.

On a roll call of 3-0, the motion was approved. The meeting adjourned at 5:25 p.m.

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

The Standing Committee on Governance and Employee Issues met virtually on October 23, 2023. The meeting was called to order virtually at 4:31 p.m. by Chairperson Clancey. There were present virtually, Member McCullough and Member Johnson. There were also present virtually, Dr. Rachel Monarrez, Deputy Superintendent Brian Allen and Assistant Superintendent Marie Morse.

gb 3-143.1 McCullough

(May 23, 2023)

To review the current standing committees and make any changes, if necessary, in light of the Administration reorganization and upcoming structure change to the Worcester School Committee after the 2023 election.

The Superintendent reviewed Option One and Option Two from the back-up. She then introduced a new Option Three verbally that would align with the Strategic Plan. That Option Three would create five (5) standing committees as follows:

1. Finance, Operations and Buildings
2. Teaching, Learning
3. Wellness
4. Family and Community Engagement, and
5. Policy.

She spoke about the ease of submitting quarterly reports aligned with these five Standing Committees.

Members McCullough and Johnson stated that they wish they had more time to review and digest a third option.

Chairperson Clancey made a motion requesting the administration to detail for the committee how an Option Three would function and who would oversee the staffing of each standing committee.

On a voice vote of 3-0, the Motion was approved.

Chairperson Clancey made a Motion to Hold the item.

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

Chairperson Clancey made a motion to adjourn.

On a roll call of 3-0, the committee adjourned at 4:55 p.m.

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

The Standing Committee on Finance and Operations held a meeting on October 24, 2023, both online and in Room 410, Durkin Administration Building, 20 Irving St. Worcester. The meeting was called to order at 5:35 p.m. There were present Chairperson O'Connell Novick, Member Mailman and virtually Member Kamara.

Chairperson O'Connell Novick took the following items together:

gb 3-202.1 Administration

(August 9, 2023)

To consider a wage increase for CNAs and LPNs.

Chief Academic Support Officer, Annie Azarloza, reported that, after researching other CNA and LPN salaries from similar urban school districts it was apparent that the current salary for these positions in Worcester Public Schools is highly competitive. She stated that, for this reason, the Administration is not recommending a wage increase at this time.

Vice Chair Kamara asked what the current rates for these positions are and what the rates would be moving forward. Azarloza explained that the current hourly rates are \$37.86 for LPNs and \$27.04 for CNAs, both of which are comparably competitive rates for the area and will be the hourly rate moving forward.

Member Mailman pointed out that there have been three consecutive wage increases over the last year.

gb 3-226.1 Kamara

(September 27, 2023)

To review necessary supports with regards to staffing of school nurses during the school hours to ensure all schools are staffed with nurses so that no school is left without a school nurse, as so to ensure safety for all students.

Azarloza explained that currently, across the district, there is medical oversight in all schools, however some of the smaller schools have half-time nurses. She added that as a result of the wishes of the School Committee to have a full time nurse in every school, the Nursing Administration team is working to make sure there is a full time nurse in every school. She stated that the Director of Nursing and Health Services, Dr. Ann Marie Reynolds Lynch, has been working with the recruitment specialist in Human Resources to help recruit more medical professionals.

Vice Chair Kamara asked for an estimate on when the district could be staffed with full time nurses in every school. Dr. Lynch responded that the goal is to have a full time nurse in every school by the end of the year but that could change due to a lack of qualified candidates. She emphasized that the substitute nurses pool has been instrumental in making sure that there is a medical professional in every school throughout the district; the shortage comes from trying to fill the full time position.

Chairperson O'Connell Novick made a motion to file both items.
On a roll call of 3-0, both items were filed.

gb 2-92.13 Clancey

(March 8, 2022)

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

Deputy Superintendent, Brian Allen, explained that this project uses almost \$22 million dollars of ESSER funds to improve HVAC systems throughout the district but still only constitutes 10% of the work that needs to be done as identified by Honeywell.

Facilities Director, Richard Ikonen, and Assistant Director of Facilities, Ryan Hacker, presented the report from Honeywell updates through a powerpoint presentation. Mr. Ikonen explained that 46% of the work has been completed and the target completion date is in late December of next year.

Member Mailman asked for some background information regarding whether or not the Administration or Honeywell are in charge of making the decision for which projects to take up. Mr. Allen explained that in the beginning of this project they received a report from Honeywell on all of the HVAC work that needed to be done and they were given a few choices on how to proceed. He explained that it made the most sense financially to fix the systems that were already in place in order to get the most out of their budget. He added that it was explained to Honeywell that the funds for this project need to be spent by next year at this time and they were given the opportunity to make the decision on how to get the work done by next September. Mr. Hacker added that the Administration and the Facilities Department is an active participant in the planning and timeline of this project.

Chairperson O'Connell Novick asked if there were any issues with getting the work completed by the deadline. Mr. Allen confirmed that the work will be completed and paid for by the deadline next year.

Chairperson O'Connell Novick made a motion to hold the item.
On a roll call of 3-0, the item was held.

gb 2-239.7 Administration

(August 15, 2022)

To review the status of the FY23 Budget and make appropriate transfers as required.

Budget Director, Sara Consalvo, presented the final FY23 Budget.

Chairperson O'Connell Novick made a motion to file.
On a roll call of 3-0, the item was filed.

gb 3-195.1 Administration

(August 2, 2023)

To review the status of the FY24 Budget and make appropriate transfers as required.

Mr. Allen explained that the first quarter report for the FY24 Budget is used as a trend analysis to make early course corrections to the Budget if necessary. Consalvo presented the first quarter report.

Member Mailman questioned the impact of the 14 additional out of district students. Consalvo explained that last year there wasn't an increase in that student population therefore, when building the FY25 budget, there wasn't an estimate for that much of an increase because it was not a trend at the time. She added that in her experience that number does seem high to her as well. Member Mailman then asked about the healthcare line item. Consalvo explained that the increase is primarily from the change in open-enrollment data from last year as well as the increase in those who opted into the district healthcare system during this year's open enrollment period. Member Mailman asked for an explanation of the Charter School line item. Mr. Allen explained that the drop in Charter School enrollments and reimbursements was not anticipated to be as low as it was, which is the reason for the drop in reimbursements.

Chairperson O'Connell Novick asked for further explanation on why a transfer is needed in the first quarter. Mr. Allen explained that the transfer request is in anticipation of accounts that are expected to trend toward deficit during this fiscal year.

Chairperson O'Connell Novick made a motion to transfer \$600,000 from paraprofessional salaries to administrative salaries; and to transfer \$600,000 from paraprofessional salaries to tuition.

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

Chairperson O'Connell Novick made a motion to adjourn the meeting.

On a roll call of 3-0, the meeting was adjourned at 6:30 p.m.

- N. Approval of Grants and other Finance Items Administration (October 24, 2023) S.C. MEETING: 11-2-23

ITEM:

To consider acceptance of the Supporting Students' Social Emotional Learning, Behavioral & Mental Health and Wellness Through Multi-Tiered Systems of Supports Continuation Grant in the amount of \$53,550.00.

To consider approval of the of the Early College Support Grant from DESE Early College Support Grant, FC460, in the amount of \$475,000.00. The purpose of this grant is to provide financial resources to Early College programs in order to support the expansion and commitment to equity regarding their Early College Designation.

PRIOR ACTION:

BACKUP:

Annex A (3 pages) contains the Supporting Students' Social Emotional Learning, Behavioral & Mental Health and Wellness Through Multi-Tiered Systems of Supports Continuation Grant Acceptance Form.

Annex B (3 pages) contains the Early College Grant Acceptance Form.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

To approve.

Grant Acceptance Form

Name of Grant: Supporting Students' Social Emotional Learning, Behavioral & Mental Health and Wellness Through Multi-Tiered Systems of Supports Continuation Grant (Fund Code 613)

Type of Funder: State

Awarded Amount: \$53,550.00

Grant Funding Period: Upon Approval through 6/30/2024

Project title: SEL & Mental Health Grant

Program coordinator: Jean Conway - Supervisor, Office of Culture & Climate

Purpose: Adapt, expand, or strengthen multi-tiered systems of support to respond to the social-emotional and behavioral and mental health needs of students, families and educators and to build strong partnerships with community-based mental health agencies and/or providers.

Description of the program: The Worcester Public Schools will introduce the Behavior Intervention Monitoring Assessment System (BIMAS-2) as a Tier I screener in addition to the previously mentioned assessment tools. Surveys will be staggered across grades 7 - 12 throughout the district so as not to overwhelm support staff in the event of a high number of affirmative responses. This will ensure students will have the appropriate staff response in what may be a critical time of need. As this will be the first year using the BIMAS-2, it will be administered at least once.

Program location: District-Wide

Outcomes and Measures: To continue building upon the services that are currently in place for Worcester Public Schools students and families by coordinating services through multi-tiered systems of support with a more proactive model and approach. Plan feedback structures with students, families and caregivers to ensure SEL efforts reflect district's values and priorities, participate in PD for staff to identify and support needs of students, create and sustain community partnerships and develop sustainable systems of care through written policies and practices.

SEL & Mental Health Grant

Expense	Amount
1. Administrator Salaries	
2. Instructional/Professional Staff Salaries	
3. Support Staff Salaries	
4. Stipends	
5. Fringe Benefits	
6. Contractual Services	\$52,479.00
	Funds will be used to put towards the purchase of the BIMAS-2 screening tool.
7. Supplies and Materials	
8. Travel	
9. Other Costs	
10. Indirect Costs	
11. Equipment	
Grand Total	\$53,550.00

From: **Pond, Christine A. (DESE)** <Christine.A.Pond@mass.gov>
Date: Tue, Oct 10, 2023 at 6:44 PM
Subject: [EXTERNAL] FY24 SEL/MH grant approval-congratulations
To: conwayj@worcesterschools.net <conwayj@worcesterschools.net>

Annex A

Dear Colleague,

Congratulations! We are pleased to notify you that **Worcester Public Schools** has been awarded a Fiscal Year 2024 Fund Code 613/311/332 Supporting Students' Social Emotional Learning, Behavioral & Mental Health and Wellness Through Multi-Tiered Systems of Supports Continuation Grant (**SEL& Mental Health Grant**) in the amount of **\$53,550** (your district's grant is under **Fund Code 613**).

We want to thank you for your commitment to supporting the social-emotional and behavioral health needs of students, families, and educators. Through this funding and your continued support, we hope to expand access to great educational opportunities in the Commonwealth.

Sincerely,
Chris Pond

Chris Pond

Behavioral Health/Mental Health Specialist

W 781-338-3611

christine.a.pond@mass.gov

Pronouns: she, her, hers

[Office of Student and Family Support](#)

Massachusetts Department of Elementary and Secondary Education

75 Pleasant Street, Malden, MA 02148

***Please note: In December 2023 our office will move to:**

135 Santilli Highway, Everett, MA 02149. Our phone numbers and email address will remain the same.

[Web](#) | [Twitter](#) | [Facebook](#) | [YouTube](#) | [Newsletters](#)

 Caring for each other. Growing together. Back to school, better. [Learn more](#)

Grant Acceptance Form

Name of Grant:	Early College Support Grant
Type of Funder:	DESE
Awarded Amount:	\$475,000
Grant Funding Period:	Upon approval through 8/31/2024
Project title:	Early College Support for High Schools
Program coordinator:	Dan St. Louis
Purpose:	The purpose of this grant is to provide financial resources to Early College programs designated in 2018 in order to support the expansion and commitment to equity regarding their Early College Designation. Funding will be used for continuous improvement and expansion of current Early College programming at WPS high schools.
Description of the program:	The Early College Worcester program takes place throughout the school year and summer at WPS high schools and on WSU and QCC campuses. Students participate in college-level coursework and explore connections to careers. Additionally, students receive targeted supports from WPS educators to ensure equitable access to programming and advising to determine areas of interests and future paths. WPS has established continued partnerships with area colleges QCC and WSU to provide students with real-world on-campus experiences, fall, spring, summer, and summer courses, and Early College summer camps for students rising into 9th and 10th grades.
Program location:	Burncoat Senior High, Claremont Academy, Doherty Memorial High, North High, South High Community, University Park Campus, Worcester Technical High
Outcomes and Measures:	Participation in school year and summer programs will be tracked, as well as performance in courses. The goal is to further expand the number of students participating toward 25% of each grade served and to see increasing success in coursework leading to participating students earning between 12 and 30 college credits while still in high school.

Budget Summary

Expense	Amount
1. Administrator Salaries	
Director of Early College	\$162,240
2. Instructional/Professional Staff Salaries	
3. Support Staff Salaries	
Guidance Counselors	\$165,360
4. Stipends	
5. Fringe Benefits	
6. Contractual Services	
Worcester State University and Quinsigamond Community College	\$79,500
7. Supplies and Materials	
College texts, classroom supplies	\$45,000
8. Travel	
9. Other Costs	
Transportation	\$13,400
10. Indirect Costs	
Indirect Costs	\$9,500
11. Equipment	
Grand Total	\$475,000



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

MAURA T. HEALEY
GOVERNOR

KIMBERLEY DRISCOLL
LIEUTENANT GOVERNOR

July 19, 2023

Superintendent Dr. Rachel Monárrez
Worcester Public Schools
20 Irving Street
Worcester, MA 01609

Dear Superintendent Monárrez,

Congratulations! We are pleased to notify you that **Worcester Public Schools** has been awarded funding under fund code 460 Early College Support Grant in the total of **\$475,000**.

Amounts allocated by high school:

Burncoat Senior High	\$75,000
Claremont Academy	\$75,000
Doherty Memorial High	\$50,000
North High	\$75,000
South High Community	\$75,000
University Park Campus	\$50,000
Worcester Technical High	\$75,000

You will be receiving further instructions from the Department of Elementary and Secondary Education on the next steps, including the conditions of this award. Please feel free to contact the Office of Early College if you have any questions.

Sincerely,

GOVERNOR MAURA T. HEALEY

LT. GOVERNOR KIMBERLEY DRISCOLL

O. General Business
Administration
(October 20, 2023)

ITEM: gb 3-239
S.C. MEETING: 11-2-23

ITEM:

To consider the review of the Worcester Public Schools mission and vision statements and to develop WPS core values with the Strategic Planning Taskforce.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to Governance and Employee Issues.

RECOMMENDATION OF THE ADMINISTRATION:

Concurs

O. General Business
Clancey
(October 23, 2023)

ITEM: gb 3-240
S.C. MEETING: 11-2-23

ITEM:

Request the administration to review and update, if needed, the District's search policy.

PRIOR ACTION:

BACKUP:

Annex A (1 page) contains the current policy.

RECOMMENDATION OF MAKER:

Refer to Governance and Employee Issues.

RECOMMENDATION OF THE ADMINISTRATION:

Concurs

- File: JFABF - EDUCATIONAL
- File: JFBB - SCHOOL CHOIC
- File: JH - STUDENT ABSENC
- File: JHD - EXCLUSIONS AN
- File: JI - STUDENT RIGHTS,
- File: JIB - STUDENT INVOLV
- File: JIC - STUDENT DISCIPL
- File: JICA - STUDENT DRES
- File: JICC (also EEAEC) - ST
- File: JICE - STUDENT PUBLI
- File: JICF - GANG ACTIVITY,
- File: JICFA - PROHIBITION C
- File: JICFA-E - HAZING
- File: JICFB - BULLYING PRE
- File: JICH - ALCOHOL, TOBA
- File: JIE - PREGNANT STUD
- File: JIH - SEARCHES AND I
- File: JII - STUDENT COMPLA
- File: JJ - CO-CURRICULAR A
- File: JJA - STUDENT ORGAN
- File: JJE - STUDENT FUND-
- File: JJF - STUDENT ACTIVI
- File: JJH - STUDENT LATE M
- File: JJH-R - STUDENT TRA
- File: JJIB - INTERSCHOLAS
- File: JJIF - ATHLETIC CONC
- File: JJIF-R - ATHLETIC CON
- File: JK - STUDENT CONDU
- File: JKA - CORPORAL PUNI
- File: JKAA - PHYSICAL RES
- File: JL - STUDENT WELFAR
- File: JLC - STUDENT HEALT
- File: JLCA - PHYSICAL EXAM
- File: JLCB - MASSACHUSET
- File: JLCC - COMMUNICABL
- File: JLCD - ADMINISTERIN
- File: JQ - STUDENT FEES, F
- File: JRA - STUDENT RECOF
- File: JRD - STUDENT PHOTC

File: JIH - SEARCHES AND INTERROGATIONS

Searches by Staff

The right of inspection of students' school lockers is inherent in the authority granted school committees and administrators. This authority may be exercised as needed in the interest of safeguarding children, their own and school property.

Nevertheless, exercise of that authority by school officials places unusual demands upon their judgment so as to protect each child's constitutional rights to personal privacy and protection from coercion and to act in the best interest of all students and the schools.

Searches by school officials of students' automobiles or the student will be conducted in a way that protects the students' rights consistent with the responsibility of the school system to provide an atmosphere conducive to the educational process.

Interrogations by Police

The schools have legal custody of students during the school day and during hours of approved extracurricular activities. It is the responsibility of the school administration to make an effort to protect each student's rights with respect to interrogations by law enforcement officials. Therefore:

1. When law enforcement officials find it necessary to question students during the school day or periods of extracurricular activities, the school Principal or his/her designee will be present when possible. An effort will be made to contact the student's parent/guardian or guardian so that the responsible individual may be notified of the situation.
2. If custody and/or arrest are involved, the Principal will request that all procedural safeguards, as prescribed by law, be observed by the law enforcement officials.

-] ▶ SECTION K - COMMUNITY RE
-] ▶ SECTION L - EDUCATION AGE

O. General Business
McCullough
(October 23, 2023)

ITEM: gb 3-241
S.C. MEETING: 11-2-23

ITEM:

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

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to Finance and Operations

RECOMMENDATION OF THE ADMINISTRATION:

Concurs