

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

AGENDA #10

The School Committee will hold a regular meeting:

on: Thursday, April 30, 2015
at: 6:00 p.m. - Executive Session
7:00 p.m. – Regular Session
in the: Esther Howland South Chamber, City Hall

ORDER OF BUSINESS

ACTION

I. CALL TO ORDER - REGULAR MEETING

INVOCATION - Reverend Roosevelt Hughes
John Street Baptist Church

PLEDGE OF ALLEGIANCE/NATIONAL ANTHEM

II. ROLL CALL

III. APPROVAL OF RECORDS

aor #5-7 - Clerk
(April 16, 2015)

To consider approval of the Minutes of the School Committee Meeting of Friday, March 20, 2015.

aor #5-8 - Clerk
(April 16, 2015)

To consider approval of the Minutes of the School Committee Meeting of Thursday, April 9, 2015.

"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, 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 Stacey DeBoise Luster, Human Resource Manager, 20 Irving Street, Worcester, MA 01609. 508-799-3020."

IV. MOTION FOR RECONSIDERATION - NONE

ACTION

V. IMMEDIATE ACTION

gb #5-78.1 - Administration/Mr. O’Connell/Mr. Foley/
Ms. Novick/Mr. Monfredo/Miss Biancheria/
Mayor Petty
(March 30, 2015)

To recognize the following recipients of the 2015 Boston
Globe Scholastic Art & Writing Awards:

Burncoat Middle School

Kiana Albertson	Silver Key
Thu Le	Gold Key
Savonne Pickett	Silver Key

Burncoat High School

Mary Nancy Kamanga	Silver Key
Laurana Nyman	Silver Key

Doherty Memorial High School

Aleesa Asfoura	Silver Key
Jamie Courtney	Honorable Mention
Nicholas Mangra	Honorable Mention
Kathleen Miller-Vickers	Honorable Mention
Julia Narain	Honorable Mention
Tianna Rivera	Silver Key
Sofia Tanoglu	Gold Key, 2 Silver Keys and an Honorable Mention

gab #5-116 - Administration
(April 20, 2015)

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

VI. REPORT OF THE SUPERINTENDENT

ACTION

ros #5-4 - Administration
(April 21, 2015)

IMPLEMENTATION OF THE STUDENT DISCIPLINE POLICY

VII. COMMUNICATION AND PETITION

c&p #5-4 - Clerk
(April 2, 2015)

To consider a communication from the Site Council at Clark Street Developmental Learning School relative to the naming of the library in memory of Eileen Barbieri.

VIII. REPORT OF THE STANDING COMMITTEE

The Standing Committee on Governance and Employee Issues met at 5:00 p.m. on Tuesday, April 28, 2015 in Room 410 at the Durkin Administration Building.

IX. PERSONNEL

5-15 The Superintendent has APPROVED the RETIREMENT of the person(s) named below:

Brown, Donald, Teacher, Science, Forest Grove, effective March 31, 2015

Earls, Muriel, Teacher, Elementary, Worcester Arts, effective April 1, 2015

5-16 The Superintendent has provisionally appointed the persons named below to the position of Junior Custodian, permanent/fulltime at a salary of \$14.98 (minimum) to \$19.17 (maximum), per hour, effective as follows:

Mayer, Nicholas	4/6/15
Carpino, Brenda	4/6/15
Glavin, Shawn	4/13/15
Lombardi, Jeffrey	4/13/15
Letourneau, Ronald	4/13/15
Gervais, Peter	4/13/15

X. GENERAL BUSINESS

ACTION

gb #5-98.1 -Administration/Miss Biancheria/Mr. Monfredo/
Mr. O'Connell/Ms. Novick
(April 14, 2015)

Response of the Administration to the request to provide a report indicating the source and amount of new funding utilized to add positions at North High School.

gb #5-117 - Administration
(April 10, 2015)

To accept a donation in the amount of \$40.00 from Marjorie Wetzel for the Special Education Transition Program.

gb #5-118 - Administration
(April 10, 2015)

To consider approval of prior fiscal year invoices for the FY14 Natural Gas Payment in the total amount of \$27,433.15.

gb #5-119 - Administration
(April 10, 2015)

To vote for a planning year for a "Pilot Innovation Academy," according to the approved timeframe.

gb #5-120 - Mr. Monfredo
(April 10, 2015)

To set a date to recognize the students at South High Community School for receiving the 2015 Youth Volunteer Group Award at the Harvest Project Annual Celebration.

GENERAL BUSINESS (continued)

ACTION

gb #5-121 - Mr. Monfredo
(April 10, 2015)

To set a date to recognize Maureen Binienda, Principal of South High Community School, for receiving the “Partners in Excellence Principal Award” from Mass Insight Education for her advocacy and support of the AP STEM Program.

gb #5-122 - Mr. O’Connell
(April 13, 2015)

To set a date to congratulate Mary Doyle, a teacher at South High Community School, for receiving the Partners in Excellence Teacher Award from Mass Insight Education.

gb #5-123 - Mr. O’Connell
(April 15, 2015)

To set a date to recognize First Night Worcester for its work in developing, and expanding, its "Worcester On The Move" program for the benefit and well-being of the students of South High Community School.

gb #5-124 - Mr. O’Connell
(April 15, 2015)

To set a date to recognize, with gratitude and appreciation, the volunteers of "Working for Worcester", who are assisting the Worcester Public Schools in several key initiatives, including improvements at Elm Park Community School, construction of a new playground and renovation of the school's soccer field, refurbishment of the South High Community School food pantry, general outside maintenance on the grounds of South, installation of a basketball court at May Street School, and refurbishment of the baseball field at Thorndyke Road School.

GENERAL BUSINESS (continued)

ACTION

gb #5-125 - Mr. Monfredo
(April 15, 2015)

To forward congratulatory letters to the following schools for their outstanding success in the robotic competition:

Elementary Robotic Scrimmage Awards

City View School - Robot Skills Award, Excellence Award, and Judges' Award

Coach-Eric O'Connell

Clark Street Developmental Learning School - Create Award, and Design Award

Coach-Carolyn McCarthy

Goddard School of Science and Technology - Engineering Notebook Award, Energy Award, and Judges Award

Coach-Deborah Bastien

Midland Street School - Design Award, and Excellence Award

Coach-Linda Forte

Quinsigamond School - Energy Award, Engineering Notebook Award, and Team Spirit Award

Coach-Elizabeth Bombard

Tatnuck Magnet School - Engineering Notebook Award, Engineering Award, STEM Research Project Award, and Teamwork Champion Award

Coach-Christine Lloyd

Vernon Hill School - Engineering Award, Judges' Award, and Robotics Skills Award

Coach-Fran Shepard

Woodland Academy - Inspire Award, and Engineering Notebook Award

Coach-William Foster

gb #5-126 - Miss Biancheria
(April 17, 2015)

Request that the Administration conduct a Safety Summit that would include the staff of the Worcester Public Schools, the safety liaison, the Mayor, the City Manager, the District Attorney, the Worcester Police Department and Juvenile Justice Agencies.

GENERAL BUSINESS (continued)

ACTION

gb #5-127 - Miss Biancheria
(April 17, 2015)

Request that the Administration provide a report as to how the portion of the funds from Channel 11, earmarked for the Worcester Public Schools, are utilized indicating who oversees this budget.

gb #5-128 - Administration
(April 21, 2015)

To consider a price increase for student lunches for the 2015-16 school year in accordance with the Equity in School Lunch provision of the Health, Hunger-Free Kids Act of 2010.

gb #5-129 - Mr. Monfredo
(April 22, 2015)

To set a date to recognize Deborah Catamero, Principal of Burncoat Elementary School, for receiving the EOS Healthy Start Award.

gb #5-130 - Ms. Novick
(April 22, 2015)

To thank Jen and Russell McClintock and volunteers from St. John's High School for the painting they did at Goddard School of Science and Technology.

gab #5-131 - Ms. Novick
(April 22, 2015)

To send a letter to our delegation urging them to support the bill proposed by Representative Fernandes that would create a state emergency account to reimburse districts for midyear increases in ELL students.

GENERAL BUSINESS (continued)

ACTION

gb #5-132 - Administration
(April 22, 2015)

To receive public comment regarding the School Committee's support of the Worcester Police Department's interest in obtaining a grant to support technology for enhanced communications between the Worcester Public Schools and the Worcester Police Department.

gb #5-133 - Administration
(April 22, 2015)

To discuss strategy with respect to litigation of a worker's compensation case for a teacher, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.

To discuss strategy with respect to collective bargaining for Health Insurance 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 personnel.

XI. ADJOURNMENT

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

An Act Relative to Student Access to Educational Services and Exclusion from School – Chapter 222

Effective July 1, 2014

Student Discipline Regulations

37H: Suspension of a student for disciplinary offense related to a) possession of a dangerous weapon, b) possession of controlled substance, and c) assault on a member of the educational staff

37H ½: Suspension of a student who has been charged with felony or felony delinquency complaint or conviction, or adjudication or admission of guilt with respect to such felony. Principals may suspend a student with such charges if the student’s continued presence in school would have a substantial detrimental effect on the general welfare of the school.

37H ¾: Suspension of a student for any disciplinary infraction other than those specified under 37H and 37H ½.

The new student discipline law has the express purpose to:

Limit the use of long-term suspension as a consequence for student misconduct until other consequences have been considered and tried as appropriate.

Promote engagement of a student’s parent/guardian in discussion of the student’s misconduct and options for responding to it.

Assure that every student who is expelled or suspended, regardless of the reason for suspension or expulsion, has the opportunity to receive education services to make academic progress during the period of suspension or expulsion.

Keep schools safe and supportive for all students while ensuring fair and effective disciplinary practices.

District Challenges and Concerns:

37 H: No 37H ½: No 37H ¾: Yes

**37H ¾ Salient Points
Immediate Revision**

Challenges and Areas in Need of

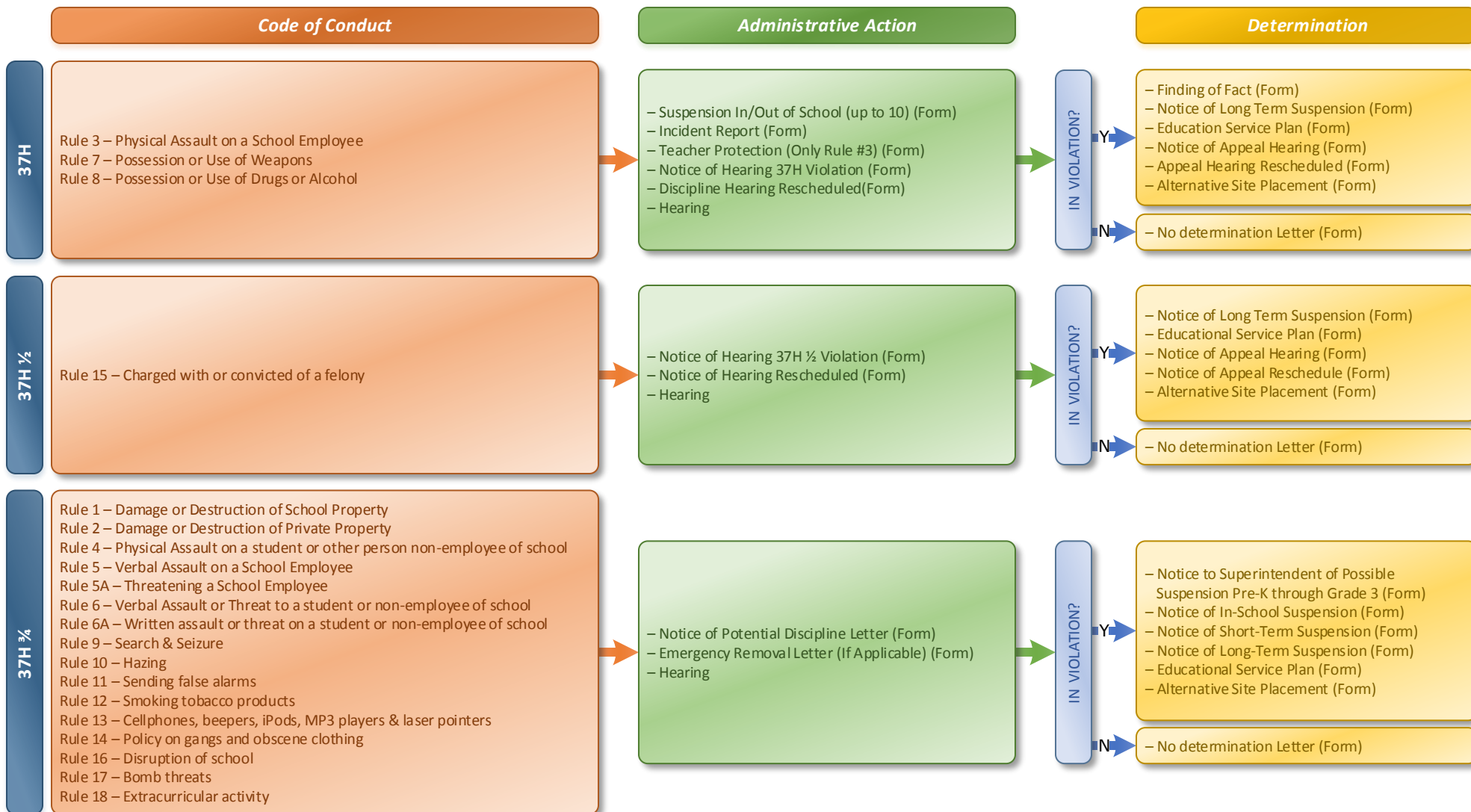
In-School Suspensions: 10
cumulative/consecutive days per year

Limited amount of days a student can be placed on in-house suspension per year. In-house suspensions allow schools to address students’ inappropriate behaviors while maintaining them in school with full access to the curriculum.

<p>Out-of-School Suspensions: *Short-Term: Up to 10 cumulative or consecutive days *Long-Term: 10 or more consecutive days, up to 90 days with no carry-over to the next academic year</p>	<p>Excluding weapons, drugs, staff assaults, and felony charges, all other student infractions fall under the 37H ³/₄ regulations. Student on student assault is of particular concern to the district. There is a distinct difference between a physical fight when students push and shove each other and when students are severely injured as a result of a physical fight. To assist principals in maintaining a safe and secure school environment, student on student assaults should be considered under 37H regulations.</p> <p>Long-term suspensions should carry over to the next academic year. If a student brutally assaults another student in mid-May, he/she would typically receive a 90-day suspension. Under 37H ³/₄ this student would only be suspended through the end of the academic year and would return to school at the start of the new academic year. Consideration must be given to the victim of these brutal assaults. Again, student on student assault should be included under 37H regulations, allowing principals to use discretion on the length of suspension in such cases.</p>
<p>Emergency Removal: Not to exceed 2 school days</p>	<p>A two-day emergency removal is inadequate. Principals should have the prerogative to remove a student, in emergency circumstances, up to 5 consecutive days. The investigation process associated with some student infractions requires additional time and resources.</p>
<p>Out-of-School Suspension Pre-K through grade 3: *Prior notice and approval by the Superintendent</p>	<p>No revisions</p>

<p>Due Process: *Notice of Potential Discipline *Reasonable efforts to contact parents/guardians (2+ times documented) *Hearing: -same day or within 2 days (emergency removal) *Notice of Suspension</p>	<p>The timeline of events associated with a due process hearing is a challenge. Assistant Principals and support personnel spend a substantial amount of time following the due process timeline, which consumes a great part of their day for each student. As a result, Assistant Principals are taken away from their duties as instructional leaders and classroom support. There should be some flexibility in the due process timeline, from the student infraction to the hearing session. Under 37H $\frac{3}{4}$ school administration must arrange for a parent/student due process hearing on the same day of infraction or within 48 hours if student emergency removal is applied.</p>
<p>Right to Appeal: *Appeal within 5 calendar days *Superintendent hears appeal within 3 days</p>	<p>There should be a wider window of time for the Superintendent to hold an appeal hearing. Three calendar-day period does not afford both, parents/guardians and superintendent, with sufficient opportunities for scheduling considering a superintendent's daily schedule.</p>
<p>All notices translated in multiple languages</p>	<p>No Revisions</p>
<p>Drop-out prevention notices: *written notice to parents every 5 absences</p>	<p>No Revisions</p>
<p>Education Service Plan</p>	<p>No Revisions</p>

WORCESTER PUBLIC SCHOOLS' DISCIPLINE PROCEDURE FORM GUIDANCE



PLEASE TAKE NOTE

- Short Term Suspension is the removal of a student for 10 or less consecutive school days
- Long Term Suspension is the removal of a student for 11 or more consecutive school days, OR for 11 or more cumulative school days for all disciplinary offenses in a school year
- Students cannot be suspended for more than 90 school days in a school year nor can the suspensions extend beyond the last day of school
 - Exception: Students charged with a discipline offense set forth in M.G.L.c. 71 § 37H or 37H ½
- Emergency Removal may not exceed 2 school days
 - If a student is found in violation, Emergency Removal days are included in the total number of suspension days
 - If a student is found not in violation, Emergency Removal days will remain as excused absences
- Students with either IEP/504 cannot be suspended more than 10 cumulative days without a Manifestation Determination Meeting (MDM)
 - If the student’s disciplinary offense was due to the manifestation of his/her disability, then suspension days for the offense are converted to Excused absences
 - Suspension days that are converted to Excused absences are included in the cumulative days for the MDM

**WORCESTER
PUBLIC SCHOOLS**

Dr. Patricia McCullough
Principal
Mrs. Christine Goretti
Assistant Principal

We read. We write. We learn.

Clark Street Community School

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www.clark.worcester schools.org
www.worcesterschools.org

ANNEX A
c&p #5-4
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April 2, 2015

Dr. Boone,

I am writing on behalf of the school council at Clark Street School. We would like to dedicate the library to one of our cherished teachers who passed away a few months ago. Eileen Barbieri had many passions, Clark Street School, children and books were among her top three. She worked here for 28 years and touched the lives of so many families. One of the favored events she sponsored was when her children and families would hold a reading night at the local Barnes and Noble Bookstore. Both adults and children would get up on the stage in the children's section of the bookstore to read their original stories. She loved to do read alouds in her classroom with an emphasis on poetry and the power of words. She promoted reading to one's self as a means of comfort and education. She instilled the love of reading in her children. We believe it is a fitting tribute to her to name the library at Clark Street School the Eileen Barbieri Reading Room.

Sincerely yours,

Patricia McCullough,
Principal
Clark Street School

Jennifer Bialkin
Angela
Heidi Scuderi
Beverly Julian
Bethany Wharton
Patricia McCullough

TIMELINE

December 2014	Initial presentation or proposal to School Committee
December 2014	Proposal appears on the School Committee agenda for discussion (12/18/14)
January/February 2015	School Committee will schedule and hold at least one public hearing on the "Proposal for a Pilot Innovation Academy at Doherty Memorial High School" to receive written and/or oral comments regarding the proposal
January/March 2015	WPS staff will work with the Doherty administration on a site survey to identify location for proposed "Pilot Innovation Academy", along with identifying any minor facility improvements that may be needed
January/March 2015	Explore state regulations for establishing new innovation schools/academies for relevance to "Pilot Innovation Academy"
April 2015	School Committee votes on the establishment of the "Pilot Innovation Academy"
May 2015	Superintendent includes budget recommendation in Proposed FY16 Budget submittal to School Committee and City Council
May 2015	Positions of Assistant Principal for the "Pilot Innovation Academy" and International Baccalaureate (IB) Coordinator are posted
June 2015	Interviews and selection of Assistant Principal and IB Coordinator
July 2015	Staff positions begin the work of final development moving toward a targeted program opening at the beginning of the 2016-17 School Year
August 2015	Advisory Council Appointed

Nourishing Kids Initiative

Supporting Universal Free, Breakfast after the Bell and in the Classroom (BIC) in 50 Schools in Massachusetts to over 21,000 children

The Eos Foundation is a private philanthropic foundation committed to breaking the cycle of poverty by investing in children's futures. The goal of our Nourishing Kids Initiative (NKI) is to combat childhood hunger by increasing children's access to, and consumption of, nutritious food where they live, learn, and play.

Our first grant making program with NKI has been to partner with schools to provide low-income children with access to a nutritious school breakfast by expanding universal, free breakfast after the bell in the classroom (BIC). In just 2 years, our partner schools are ensuring that more than 21,000 children have access to healthful food to begin their school day.

We believe BIC should become a standard part of the school day in schools with high levels of poverty – those with a 60% or higher free and reduced enrollment. This is the level at which the federal reimbursements for school breakfast through the USDA make BIC a sustainable program without any outside private grants. In fact, school breakfast often becomes a revenue generator for food service departments when participation is over 80% and many schools experience participation of over 90% by adopting BIC. On average, school lunch participation in Massachusetts schools in low income communities is near 80%, while school breakfast is just over 30%. Universal free breakfast served after-the-bell and in the classroom is the only way to get breakfast participation up to 80%.

By increasing school breakfast participation across the Commonwealth, Massachusetts stands to leverage over \$25,000,000 in federal reimbursements according to a study we had commissioned by the Massachusetts Budget and Policy Center and University of Massachusetts' Center for Social Policy.

In addition to helping schools feed hungry children and tap federal entitlement dollars, BIC is proven to:

- Ensure all children who need breakfast will eat without feeling stigmatized.
- Improve academic performance; kids learn better when well fed.
- Allow more time for learning – Reduces tardiness, visits to the nurse, classroom disturbances, and disciplinary referrals.
- Build a sense of community, and for smaller children help them develop and refine their motor skills.

Eos' first two NKI programs are described below.

Breakfast in the Classroom Start-up Grants

The BIC program provides individual schools with a grant of up to \$12,500 as start-up funds to launch BIC. In the first year of the program, school year 2013-14, Eos partnered with four

school districts: Brockton, Revere, Salem, and Worcester with impressive results. In just the first year:

- Over 6,000 children in grades PK-8 received access to a nutritious breakfast in the classroom enabling them to start their school days with the energy essential to learn.
- Breakfast participation rates dramatically rose: At one school pre-BIC, breakfast participation was at 11%, post-BIC, participation rose to a high of 86%, and for most of the others it averaged way above 80%.
- These schools leveraged approximately \$800,000 in previously untapped Federal reimbursements due to the high rates of reimbursement.

In the second year of the program, school year 2014-15, Eos awarded more than \$150,000 in new grants and added 7 new districts to the BIC cohort. Newly funded districts this year include: Chicopee, Holyoke Community Charter School, Lawrence, Malden, Somerville, Taunton, and Webster.

All 11 current BIC partner districts continue to operate BIC, meet bi-monthly as a cohort to share best practices and have formed a strong community committed to addressing hunger. Many of these districts have also started BIC at other schools without our funding but based on the lessons learned from partnering with us on the BIC program.

Healthy Start Awards

The Healthy Start Awards recognizes and provides a \$500 grant each year to any Massachusetts schools that reach at least 80% school breakfast participation. In addition, one Healthy Start Leadership Award and accompanying \$10,000 grant is presented to a leader each year for his/her exceptional efforts to feed hungry children nutritious school breakfast. The event takes place at the State House. In the first event in May 2014, the Eos Foundation recognized thirty Massachusetts schools. School community attendees included administrators, teachers, custodians, food service staff, and nurses -- all essential to building a successful school breakfast program.

The first Healthy Start Leadership award was given to Donna Lombardi, M.Ed., R.D., the Director of Nutrition for Worcester Public Schools for her tireless efforts to ensure access to a universal free, nutritious school breakfast offered in the classroom for over 7,600 students in 330 classrooms across 18 elementary schools in Worcester. Since then Donna has added two more schools and another 1,200 students.

To learn more about the Eos Foundation and the Nourishing Kids Initiative, please visit: <http://eosfoundation.org/>.