

Please click the link below to join the webinar:

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

Passcode: 063117

Telephone: US: +1 301 715 8592 or +1 305 224 1968

Webinar ID: 827 4644 0670

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

## AGENDA #12

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

on: Thursday, May 4, 2023  
at: 5:00 p.m. Executive Session  
6:00 p.m. Regular Session  
in: Esther Howland South Chamber, City Hall

### ORDER OF BUSINESS

#### **A. General Business Items taken in Executive Session**

##### qb 3-126 Administration

(April 27, 2023)

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 declares – Successor Contract Negotiations – Educational Association of Worcester, Units A/B.

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 declares – Successor Contract Negotiations – Educational Association of Worcester, Instructional Assistants Unit.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair 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 declares – Successor Contract Negotiations – Educational Association of Worcester, Parent Liaisons Association.

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 Laborers District Council for and in behalf of the Worcester Public Service Employees Local Union 272 of the Laborers' International Union of North America, AFL-CIO, Educational Secretaries.

To discuss a Workman's Compensation settlement case.

**B. Call to Order**

**C. Pledge of Allegiance/National Anthem**

La Familia Students

**D. Roll Call**

**E. Consent Agenda**

i. Approval of Minutes:

ii. Approval of Donations

To consider approval of the Homeless Emergency Support Grant in the amount of \$16,000.00 to provide identified students with the means to purchase school supplies, needed clothing, and personal hygiene products.

iii. Notifications of Personnel Records

iv. Initial Filing of Individual Recognitions

gb 3-129 McCullough

(April 28, 2023)

To recognize Worcester Tech Student; Sindi Misliu who received the 2023 Outstanding Vocational Student Award from Worcester Technical High School. Sindi is one of 51 high school seniors from across Massachusetts to be recognized by the Massachusetts Association of Vocational Administrators (MAVA).

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

**F. Items for Reconsideration**

**G. Held Items**

**H. Recognition**

**I. Public Comment**

**J. Public Petition**

**K. Report of the Superintendent**

ros 3-9 Administration

(April 26, 2023)

From Here, Anywhere...Together: Taking Stock, Preparing for Budget Deliberations

Dr. Rachel H. Monárrez, Superintendent

**L. Reports of the Standing Committees**

The Standing Committee on Teaching, Learning, and Student Supports met virtually and in person on Monday, March 27, 2023 at 5:30pm.

The Standing Committee on Governance and Employee Issues met virtually and in person on Tuesday, March 28, 2023 at 5:00pm.

The Standing Committee on Teaching, Learning, and Student Supports met virtually and in person on Monday, April 10, 2023 at 5:30pm.

The Standing Committee on Finance and Operations met virtually and in person on Wednesday, April 26, 2023 at 5:30pm.

The Standing Committee on Governance and Employee Issues met virtually on Monday, May 1, 2023 at 5:00pm.

**M. Student Advisory Committee Items**

**N. Approval of Grants and other Finance Items**

**O. General Business**

gb 3-127 O'Connell Novick

(April 26, 2023)

Request Administration report on the donations of the Working for Worcester projects so they may be accepted as statutorily required.

gb 3-128 O'Connell Novick

(April 26, 2023)

Request Administration ensure full and fair elections are held in a timely fashion for the position of School Committee Student Advisory Member at each high school, ensuring the rights and responsibilities of such a position are fully forwarded to the student body; Further, request Administration provide for the School Committee Student Advisory Council to meet before the end of school to elect a chair, who will serve as the ex-officio member of the Worcester School Committee next school year.

gb 3-130 Administration

(April 28, 2023)

To consider a revision to the Job Description for the Coordinator of Nursing.

**P. Announcements**

**Q. Adjournment**

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

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

ITEM:

Administration (April 26, 2023)

To consider approval of the Homeless Emergency Support Grant in the amount of \$16,000.00 to provide identified students with the means to purchase school supplies, needed clothing, and personal hygiene products.

PRIOR ACTION:

BACKUP:

Annex A (1 page) contains a copy of the grant summary.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

To approve

**Grant Acceptance Form**

**Name of Grant:** Homeless Emergency Support (FC344)

**Type of Funder:** Federal CFDA 84.425

**Awarded Amount:** \$16,000.00

**Grant Funding Period:** Upon approval through 8/31/2023

**Project title:** Homeless Emergency Support

**Program coordinator:** Maura Mahoney

**Purpose:** Funds are available to districts experiencing the impact of newly opened Dept of Housing & Community Development emergency assistance family shelters.

**Description of the program:**

The amount available to districts is based on the number of identified students placed in these shelters during the 2022-2023 school year multiplied by \$1000.00. Funds may be used to support any activities/expenses necessary to facilitate the identification, enrollment, retention, and educational success of homeless children and youth.

**Program location:** Friendly House Shelter at Quality Inn,  
50 Oriol Drive

**Outcomes and Measures:** Holiday Inn, 110 Summer Street  
WPS intends to use these funds to provide identified students with the means to purchase school supplies, needed clothing and personal hygiene products.

K. Report of the Superintendent  
Administration

ITEM: ros 3-9  
S.C. MEETING: 5-4-23

ITEM:

ros 3-9 Administration  
(April 26, 2023)

From Here, Anywhere... Together: Taking Stock, Preparing for Budget Deliberations  
Dr. Rachel H. Monárrez, Superintendent

PRIOR ACTION:

BACKUP:

Annex A (9 pages) contains the PowerPoint presentation.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Accept and file

# From Here, Anywhere...Together: Taking Stock, Preparing for Budget Deliberations

May 4, 2023

**From Here, Anywhere....**

*Together*



**WORCESTER**  
PUBLIC SCHOOLS

# Outcomes:

1. Review learnings and next steps shared during various Report of Superintendent presentations for 2022-23 school year.
2. Gather feedback from School Committee Members in preparation for 2023-24 budget deliberations.





## DISTRICT

By June 30, 2023 collaboratively develop WPS handbooks and guiding documents to improve district systems in the topics of portrait of a graduate, student wellness and support and family and community engagement with equitable fiscal resource allocation to support implementation.

### Evidence

- Portrait of a Graduate Implementation Action Plan
- Student Wellness and Support Handbook
- Family and Community Engagement Framework
- Budget School Year 2024

## STUDENT

By June 30, 2023 an inclusive learning environment for WPS staff, families and scholars will be established and/or strengthened through the development of district level documents.

### Evidence

- Superintendent Student Advisory Council policy recommendations
- Emergency Response Handbook
- Instructional Supervision Guidebook

## PROFESSIONAL

By June 30, 2023 participation in New Superintendent Induction Program (NSIP) year 1 will have been completed with all required projects submitted.

### Evidence

- Entry plan findings report

# Levers for Success



**Involved  
Families**



**Collaborative  
Teachers**



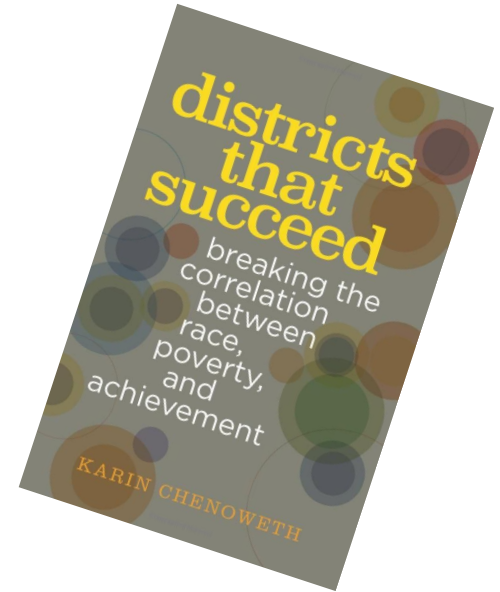
**Effective  
Leaders**



**Supportive  
Environment**



**Ambitious  
Instruction**



**Districts that Succeed: Breaking the Correlation Between Race, Poverty and Achievement**  
Karin Chenoweth (2021)

# Current Strategic Plan Areas

- Culture of Innovation
- Academic Excellence
- Welcoming Schools
- Investing in Educators
- Technology & Operations

# Listening & Learning Themes

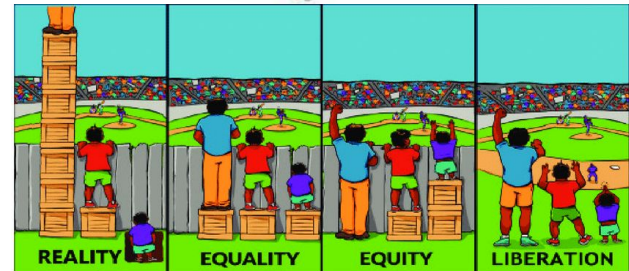
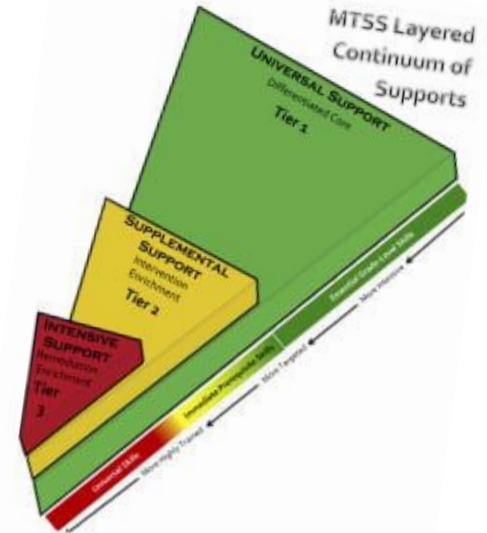


# Strategic Plan Development Communication and Decision-Making Flowchart



# Tier 1: In addition to current state, all schools need:

- Safe & Secure Schools
- Mental Wellness Supports
- Culture and Climate Supports
- Coping room (Wellness Spaces)
- Intervention Supports
- Nursing Services
- Family and Community Engagement Support
- Attendance Monitoring Support
- Special Education Services Support
- Innovative Classroom & Schools
- Expectations for Classroom Supplies
- Student Incentive Systems
- Administrative support
- Teacher Collaboration Supports





Thoughts?





Thank You

L. Report of the Standing Committee  
Clerk

S.C. MEETING: 5-4-23

The Standing Committee on Teaching, Learning, and Student Supports met virtually and in person on Monday, March 27, 2023 at 5:30pm.

The Standing Committee on Governance and Employee Issues met virtually and in person on Tuesday, March 28, 2023 at 5:00pm.

The Standing Committee on Teaching, Learning, and Student Supports met virtually and in person on Monday, April 10, 2023 at 5:30pm.

The Standing Committee on Finance and Operations met virtually and in person on Wednesday, April 26, 2023 at 5:30pm.

The Standing Committee on Governance and Employee Issues met virtually on Monday, May 1, 2023 at 5:00pm.

BACKUP:

Annex A (6 pages) contains the minutes for the TLSS Meeting on 3/27/23.

Annex B (4 pages) contains the minutes for the GEI Meeting on 3/28/23.

Annex C (6 pages) contains the minutes for the TLSS Meeting on 4/10/23.

Annex D (5 pages) contains the minutes for the F&O Meeting on 4/26/23.

Annex E (1 page) contains the minutes for the GEI Meeting on 5/1/23.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Accept and file



20 IRVING STREET  
WORCESTER, MA 01609

The Teaching, Learning, and Student Supports Standing Committee held a meeting on March 27, 2023, both online and in Room 410 of the Durkin Administration Building. The meeting was called to order at 5:34 p.m. There were present Chair McCullough, Vice Chair Mailman, and Member Kamara. Member Johnson was present remotely.

Chair McCullough started by stating they would be taking gb 3-82, gb 3-87, public comment, followed by considering c&p 2.4.4 and 2-56.4 together.

Roll call

gb 3-82 Administration

(March 6, 2023)

To consider approval of the following courses:

- Advanced Placement (AP) Comparative Government and Politics
- Advanced Placement (AP) Precalculus
- Elementary Chorus .
- Elementary Concert Band
- Elementary String Orchestra
- Information Technology Essentials I
- Information Technology Essentials II & Internship
- Introduction to Emergency Medical Technician I
- Introduction to Emergency Medical Technician II & Internship
- Portuguese 1 - Part 1
- Statistics and Data Science: A Modeling Approach

Administration: Principals consulted with Executive Directors

about courses that should be offered. Scope and Sequence for each course was submitted to our Teaching and Learning team for review before coming forward for approval. The elementary courses need prerequisite courses.

Member Mailman: Were there any changes made from suggestions brought forth at the full School Committee meeting?

Administration: no changes to the actual course offerings.

Member Kamara: Will there be access across the high schools?

Administration: When a course is first brought forward there are Pilots, with the ability for other schools to pick it up.

Member Kamara: Would like courses equalize across the district

Member Kamara: Motion to notify committee what courses will be offered at each school in the district. Information will go out in Friday Letter.

Roll call 3-0, Approved

qb 3-87 McCullough  
(March 7, 2023)

To consider a review of the Homework Policy and explore no homework dates, expectations around homework overall and utilize parent, student and educator feedback.

Public Comment

Eddie Dunphy co-chair of CCPAC

At the last CCPAP meeting the homework policy was discussed. Policy hand book states - minimum of 45 minutes per course. If a student has 6 courses that could be 4.5 hours each night of homework. Per the National PTA it is recommended that students get 10 minutes per grade level. CCPAC members are asking for flexibility on assignments, assigning things on different days. Also recommends developing no homework days such as cultural holidays, vacations and weekends. Members also would like to see a bigger window for when assignments are due. This would allow family time. Parents are also concerned about student's mental health.

Mr. Dunphy shared the CCPAC website information for

reference on the group's work.  
worcestercpac.weebly .com

Chair McCullough spoke in support of the development of a new Homework policy and requested that the Administration consider SEL, Diversity, Equity, No homework dates, etc. Motion to look at this, get educator and family feedback, then move the item to Governance & Employee Issues.

Member Mailman when was the last time the policy was updated. It is very outdated. Agrees to send it to Administration. Motioned to include the information from CPAC in the minutes.

Member Kamara motioned to bring it back to TLSS to get review prior to sending to the Governance & Employee Issues.

Administration would like to create a task force to review what we currently do and to get families, teachers, and get diversity in race/culture. They would like to bring findings back to Teaching and Learning for their feedback.

Member Kamara requested that there be a diverse group of people on the task force and that the quality of the homework is considered with the development of the policy.

Member Mailman is concerned about the term task force as she is concerned it will take over a year.

Dr. Morse responded that the Administration cannot promise a timeline, but hopes to have a clearer and more appropriate updated policy.

Chair McCullough amended the initial motion and recommended that the Administration develop a task force to review the current policy and bring updated policy back to Teaching and Learning.

Roll call 3-0, Approved

Public Comment:

Jody Chapdelin spoke towards the importance and job responsibilities of librarians at the Elementary level. School librarians help with internet safety and misinformation. There are databases in MAs that the elementary schools cannot access because the State requires that a certified librarian in the building. Reading levels are down specifically for third grades because of the pandemic. Boston Public Schools has a plan to have certified teacher librarians for every student by 2026. She will continue to advocate for this.

Dina Tedeschi shared that Norrback Ave School has a beautiful library that is not staffed by a certified librarian. It is completely staffed by volunteers. These volunteers make sure that students have access to resources in the library. The materials in the library would be utilized more if there was a librarian. MCAS Season students can't use the library because volunteers are not allowed in the building. If there was a librarian the library would be available to them. She would like to see access to the library at all times with a certified librarian.

Ashlyn Doyle supports Jody Chapdelin's petition to bring back librarians to all schools. Her daughter goes to La Familia and there is no room in the building for a library. She understands that the issues are budgetary and also complicated by facility shortcomings. By putting librarians back in schools it would address significant inequities. The 4 schools that have a library partnered with Worcester Public Library, the access is amazing compared to other schools. Because of the pandemic our younger students are far behind. She is hoping the District will consider bussing students to the WPL once a month for a visit or consider buying a bookmobile. Can the District work with WPL to have their mobile libraries, Libby and Lily stay at the schools longer. The community asking for librarians for 20+ years, please prioritize.

Sandra Losco, 2 students at Chandler Magnet. Chandler Magnet has the space for a library and volunteers who want to get the library working. Elementary is where you see students learn to foster that love for reading. She saw a report that there are 34 schools and 21 of those schools

have a library but not all of those 21 schools are using it as a library. Only 10 of those schools are using the space as a library with the help of volunteers. She would like to see the schools who have libraries, find outside volunteers from community organizations.

Jesus Esperado, 2 students at Chandler Magnet. Chandler Magnet had a librarian at one time but does not now. Librarians encourage love of reading and provide access to technology. Library fosters creativity and individual learning. PTO is looking for grants to help fund them, but needs support from WPS.

The following items were considered together:

c&p 2-4.4 Clerk

(February 9, 2022)

To consider a communication from a citizen regarding the addition of elementary school librarians.

qb2-56.4

Mccullough/Clancey/Johnson/Kamara/Mailman/  
Novick

(February 7, 2022)

Request that the Administration provide an update on library programs and the use of librarians throughout the district.

Dr. Morse stated that the District lacks space and had to take up some of the space to make more classrooms. She also recognizes students need access to books, especially in early literacy. The District is committed to that vision despite the lack of space/facilities. The District will continue to look for ways to give students access to books and to help students figure out the mis/dis information that is out there. Older schools were not designed and built with libraries. Dr. Morse mentioned that WPL Director, Jason Homer, was in attendance and stated that the hope is that the District will grow our partnership with the WPL. Many good ideas came across in this meeting and the District will continue to work tirelessly towards meeting the students' needs.

Chair McCullough wants to see more mobile libraries if we can and hopes Admin will continue to support the development.

Member Mailman motioned to hold this item for 6 months, and then review it every 6 months afterwards. Requested uniform thinking on parent volunteers and how the district wants to utilize the volunteers throughout the district to create uniform access. How do we create the parents structure for all the other schools - how do we get all schools/principals involved in developing equity in access.

Member Kamara stressed the importance of foundations and libraries. Reform buses to help develop library (or STEM) space at schools. Organizations to help support us in creating bus library spaces for those schools who do not have them or schools who are not able to use them. Using literacy to inform where we put another Library (WPL) in our schools. Member Kamara motioned to get a sooner report to get things together.

Chair Kamara motion to file the communication and petition.

gb 2-56.4 to get an initial update in September for an update for the year. Motion to work more with one city one library

Motion to partner with community, expanding one city - one library, and look into utilizing

Chairman McCullough stated that a previous item regarding One City One Library has been filed and the Superintendent has been and will continue to work on it. Chairman McCullough recommends to file c&p 2-4.4

Roll call to file C&P 2-4.4 3-0 approved

On Item gb2-56.4 recommend to hold with motion for initial update in September 2023 and update in January 2024.

Motion to work with One City One Library and more access to Libby and Lily motion to develop guidance with parent groups and volunteers.

Motion to work with parent groups where space is available and to continue to insure access to libraries and classroom libraries.

Motion to partner with the community and look to expand One City One Library and possibly use out of service buses as library/reading/STEM space.

Motions to be taken collectively

Roll call 3-0, approved

Roll call 3-0 Adjourned

Adjourned at 6:30p.m.

Helen A. Friel, Ed.D.

Clerk of the School Committee

The Standing Committee on GOVERNANCE AND EMPLOYEE ISSUES met virtually and in-person on March 28, 2023 at 5:00 p.m in room 410 of the Durkin Administration Building

## **ORDER OF BUSINESS**

### **I. CALL TO ORDER**

### **II. ROLL CALL**

Present at the call to order: Chair Clancey, Member Johnson.  
Virtually: Member McCullough

### **III. GENERAL BUSINESS**

#### gb 2-6 Administration

(January 4, 2022)

To consider input from the School Committee's student representatives to create more single use bathrooms, limit the locking of bathrooms and enhance the HVAC and heating systems.

Assistant Superintendent Dr. Morse stated Administration working with the student advisory council about life in secondary school. They shared they did have adequate access to bathrooms. They also shared if there is an emergency they have access to a single use bathroom at every secondary school as needed. They also reported, which we found interesting, they want bathrooms to be safe and orderly .. Over the last several years there has been a lot of investment in our HVAC systems across the district as well.

Chair Clancey asked administration to confirm that during transition time, when the bathrooms are normally locked, students can access a single use bathroom.

Administration confirmed at the secondary level when bathrooms are locked at the start and end of class or during a transition, students can access a single use bathroom if there is an emergency. Either in the nurse's suite or another designated bathroom. Elementary bathrooms remain open all day.

Member Johnson asked if there is more than one individual bathroom at each school.

Administration responded that it varies depending on space and location. There are some schools that have only one and some that have several. Some are in the nurse's office, others in the main office. New schools such as South and Doherty are being built with more single use bathrooms.

Chair Clancey made a motion to file the item.

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

gb 3-50 - Clancey

(January 20, 2023)

To review and update, if necessary, the Voluntary Controlled Transfer Policy.

Chair Clancey asked administration to clarify the difference between Voluntary Control Policy and when a student applies to a Chapter 74 or Dual Language Program, how families can apply to magnet schools, and is there a limit to how many programs families can apply to.

Chief Student Support Officer Annie Azarloza stated the Voluntary Control Transfer is used for schools without an application process for students who want to attend a school outside of their neighborhood school.

Acting Chief Human Resource Officer Yue Kue stated the magnet schools are listed in the handbook, however, there are several schools in the district that have the magnet in their name but over the years are no longer actually magnet schools anymore. For example, Tatnuck Magnet is no longer a magnet school. Administration is currently reviewing that information to make appropriate changes. At this time families can apply for as many programs and schools as they see fit.

Member Johnson asked for clarification regarding



demographic language in the voluntary transfer policy regarding "city wide average" and what that number is.

Chief Academic Office Azarloza responded it is the demographics of our student body. At this time, I believe is it 71% students of color, the updated policy refers only to majority students. If a school is under 71% then a majority student would not be able to transfer out.

Chair Clancey made a motion to hold the item for further review. On a roll call, 0-3, the item was held.

gb 2-294 - Clancey

(November 4, 2022)

To review current policy regarding service and support animals in school and make any necessary changes.

Chair Clancey stated there will be a motion to hold this items to further review changes to the policy and will be sending recommendations for Administration to review.

Member McCullough requested the policy language be specific regarding emotional support and service animals, and that the policy note emotional support animals are specifically building based.

Chair Clancey made a motion to hold the item for further review. On a roll call, 0-3, the item was held.

Chair Clancey made a motion to take the following two items collectively:

gb 2-119 - Novick (March 31, 2022)

To consider a one-year alteration to the district policy limiting excused absences to 7 days, in light of

quarantine requirements during the COVID-19 pandemic

gb 2-176 - Clancey (May 25, 2022)

Request that the Admin review and update the Attendance Policy, if necessary.

On a roll call, 0-3, the items were held.

#### IV. Adjournment

Chair Clancey made a motion to adjourn.

On a roll call, 0-3, the meeting was adjourned.

The School Committee meeting on Teaching Learning and Student Support held a meeting on April 10, 2023 at the Durkin -Administration Building.

Present: Member Kamara, Member Mailman, Member McCullough

Re: Chapter 74 and gb-89.2 to consider a review of the Chapter 74 Programs in the Comprehensive High *Schools* including enrollment processes criteria and acceptance and then we are going to take that along with item gb 2- 244.3 to consider an update of the admissions policy at WTHS and recommend possible amendments.

**Response:** In the back-up the administration provided a slightly revised version of the table of specialized programs that was provided to the School Committee back in December 2022 but this is focused on the Chapter 74 programs at our comprehensive High Schools. There is list of how many students were admitted and how large the program is in each of the programs at NHS, SHS as well as DHS and the reference links to the vocational technical education admission policy that covers both WTHS and the Chapter 74 that was also included in the back up. The admissions process at the comprehensive schools, is that they advertise the admission process as WTHS does, students this year were allowed to apply to multiple programs and they submitted an application, and then if the number of application succeeded the number of opening they conduct a lottery as WTHS does, the only difference being that they do not allocate seats by feeder school as WTHS does because the admitting classes are smaller but they are open to students from across the city and students are provided transportation if they would like to attend. NHS had its lottery this afternoon, April 10<sup>th</sup>, DHS had their lottery last Thursday, April 6<sup>th</sup>, SHS is having their lottery, tomorrow April 11<sup>th</sup>•

Regarding the update to the WTHS policy, the administration was unable to update the policy this year because WTHS is having their lottery tomorrow April 11<sup>th</sup> and any update considered will need to be done by September next year for approval in October.

McCullough: Th\_is is the policy for this year but just to clarify through from administration -so what you're saying is as far as

policy for this year we are where we're at and then if you look at things throughout the year you're going to bring something back to us by Sept or October and then will go to the full school committee and then over to governance for policy since this is initially conversations around the educational components of things and now we've gotten to the policy part so we know that ideally if there were more policy putting into government so I'm just asking that if there is something that goes to the full committee and then get submitted to governments for policy review

Mailman: Due that it's April, is administration considering changes for September? The administration responded that they have not discussed that at this time. Is there anything significant that will impact the policy? Administration replied, nothing significant. She believes the district included sibling administration confirmed it was changed last year. On the programs for the other schools, why we're not trying to recruit because as we try to develop programs and accommodate different learning styles of Worcester Tech, we had to make comprehensive outreach to serve schools to certain populations to make sure we were trying to get these kids. School committee would like data on what middle schools these programs are drawing from and if it shows that it's drawing from X or Y then we need to do a better job recruiting and some of the other middle schools.

Mailman would like to make a *motion* that we get that information on where they are coming from the middle schools and I think this relates to this policy that you're giving us the information

McCullough requested information from the administration as to the data surrounding the feeder schools, students who are applying and attending these comprehensive high school chapter 74 programs.

Kamara has questions on the demographics. Where are the students coming from and is transportation allowed to students who live at least two-radius miles? Ensure to include WPS

students, SPED students into the program.

Motion to file gb 2- 244.3

On a roll call, 0-3 until May (Data and include demographics)

gb 2-152.2 Mayor Petty (May 1, 2022)

To set up a meeting among Adjustment Counselors, School Psychologists, Wraparound Coordinators, Dr. Castiel, the Department of Public Health and certain members of the Mayor's Mental Health Task Force to discuss Mental Health issues facing students in the WPS.

gb 2-167.2 McCullough (May 17, 2022)

To provide professional development and training systemwide for all educators related to Social Emotional Learning (SEL) and tie it into the Multi-Tiered System of Supports (MTSS) and other SEL strategies.

gb 2-168.2 McCullough (May 17, 2022)

To explore technology needs to assist with student and family communication for School Adjustment Counselors and School Psychologists .

. gb 2-188.2 Kamara (May 27, 2022)

To discuss the role of peer mental health supporters to target social, emotional, mental health and wellness in the district.

gb 2-42.4 Kamara/Novick (January 26, 2022)

To consider developing a framework in the Worcester Public Schools to target mental and social emotional health and provide an update on the implementation of the health curriculum.

The administration looks forward to the presentation on Thursday night, April 20<sup>th</sup> regarding these items with a lot of triangular data points reflecting what mental health challenges our student is facing at this moment. The administration is happy to set up these meetings, we do have a standing meeting currently with the director of Worcester Public Health and his team (2 meetings were held) and I have a meeting with Dr. Castillo (?) this month.

McCullough: Is that something that you feel is going to be occurring as far as that whole overall group or are we you looking at this and found that the group that is being met with now, is the way we're trying to approach this? The administration informed that each division SAC, Wraparound Coordinator,

Psychologists are part of the team as well as the Mayor's Mental Health task force, the administration is happy to set up meetings.

Mailman: There was a grant that allowed students to have mental health within this district by their own. One of the administration's responses was going to partner with community health link. How does that impact kids or families being able to deal with it? Administration responded that the Mental health link bills their health provider and have free grants for mental health services. Mailman requested not as an item (Hears Program)

Kamara: I love the language because it encompasses health and wellness and Wellness encompasses Mental and Behavioral. I like that part and I like the fact that we're using the CDC's framework the whole school, whole community, whole child model. The model but that it will go in depth within each item point right from 1-9 using as a framework for to build the strategic plan with the partners.

The administration responded that they have 10 subcommittees

for each of the modules and what they do essentially is that there are discussion questions that are in the CDC self-guided planning guide. They answer the questions and it creates a baseline. It also informs what we have currently in the district universally, right not just in pockets, so that'll be our handbook that we will launch out in the fall letting the schools know what if what are we currently have in place for mental health and then what do we want by the end of 3 years (by June).

Kamara: Do we have any students or are we utilizing any student-based club in the subcommittee? The administration said we had parents. School committee will appreciate to include students as a learning tool and to have a voice in this plan.

Regarding Social Emotional Learning: The administration reported that the Superintendent has made an extraordinary effort to include social emotional supports.learning in our overall district framework for supporting students as evidenced by chief academic support officer and the division. The bulleted supports did not adequately explain all the work Annie has been doing this year. She's been taking on tremendous amount of work building a framework, providing supports for educators, for teachers, for students. We currently also have outside mental health agencies working in our middle and high schools, we have coping rooms which support our students to get them back on track so there's been an incredible effort around supporting students' social emotional needs so it isn't like an add-on it's what we currently invest in as a prerequisite to students learning. Our goal is to build schools that were welcoming and inviting and inclusive and fostered a sense of belonging because we do know our students work best when they feel included, when they feel respected, when they feel valued, and our educators teach us when they feel the same way so we really put a lot of effort and time into building this understanding in this in our district that social emotional learning is not an extra thing, it is in the middle and the center of. The School Committee will get regular updates and will also receive one on Thursday and the report of the Superintendent.

Kamara: The steps that are still being done, this as a bigger part and then the smaller pieces, are what we're going to get on Thursday which fits into the puzzle but what I want to understand the Strategic Plan.

Administration reported that the deliverable on that Strategic Plan is due in June.

Motion to file

On a roll call, 0-3



## A C T I O N S

The Standing Committee on Finance and Operations met on Wednesday, April 26 at 5:35 pm. There were present Member Mailman, Vice Chair Kamara (participating remotely), and Chair O'Connell Novick. Also present were Mr. Allen, Ms. Consalvo, Mr. Hennessey, Ms. Lombardi, and Mr. Walton.

The following items were considered together:

gb 3-22.1 - McCullough (December 20, 2022)

To explore the feasibility of increasing the day-by-day substitute rate for licensed/retired educators.

gb 3-48.1 - McCullough (January 16, 2023)

To consider exploring the hiring of athletic trainers for high school athletics.

SA 3-1 - Student Advisory Committee (March 16, 2023)

To consider the approval of additional middle school sports programs throughout the district.

Chair O'Connell Novick said the recommendation of administration was that items with FY24 budget implications be moved to be considered with the FY24 budget.

Member Mailman requested clarification. Mr. Allen said that at the second meeting in June, administration would come back with a response to these items for Committee consideration as part of the budget deliberation.

On a roll call vote of 3-0, the motion to move the items to the FY24 budget was approved.

c&p 2-12/24 - Public Petition (January 5, 2023)

Three students from Forest Grove Middle School spoke on Healthy Vending Machines.

Ms. Lombardi said that all WPS schools are mandated to offer breakfast at no costs to families after the instructional day has begun as a result of state law as of August 2020, and explained what that includes. Administration thus feels that this would be redundant with free breakfast and lunch.

Member Kamara said she would like information from the students. Member Mailman highlighted the management of vending machines.

Ms. Lombardi, asked to speak to the implementation of breakfast after the bell, said the district is working to standardize it. She noted the wellness policy being among the ways in which this standardization takes place. Chair O'Connell further noted that the regulation under which we are required to operate aren't always well known.

Ms. Lombardi explained that the state limited what students had access to during the school day; vending machines with unhealthy foods are not available during the school day.

Chair O'Connell Novick agreed to request the presentation from the students involved, noting also that what they directly requested is not possible.

Mr. Allen also said that he'd ask Ms. Lombardi to meet with Forest Grove administration to ensure breakfast after the bell is being implemented with fidelity.

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

gb 3-34.1 - McCullough (January 5, 2023)

To explore streaming options for athletics and other activities and either develop an in-house process or send out to bid for districtwide options to be put in place as soon as possible.

Mr. Walton outlined the considerations the administration included in their consideration, including ensuring that streaming would include playoff games and would work with athletic scheduling. Only National Federation of State High School Associations' (NFHS) fits those requirements. The city purchasing agent agreed that this makes this a sole source, so this does not need to go out to bid. The administration did also look at Channel 11 streaming games, which would be estimated to be \$240,000 a year, and that would not include playoffs.

Through NFHS, three options were considered: for the first, families could sign up at a cost of \$12/month or \$80/year; this would not cost anything for the district, and NFHS offers a revenue share; for the next, the district pays the licensing fee per site, with no cost to the families, and the district paying \$4000 per site for eight sites, for a total estimated cost of \$32,000 with no cost to families; for the third, the district would buy a package of subscriptions to be offered to families, which would need to be turned on and off, requiring overhead. The administration recommended the fee per site being paid by the district from the Channel 11 budget, to allow access for free to families and with no cost to the general fund budget.

Vice Chair Kamara said she agreed with not charging families, and that she would be interested in how many families would be streaming. Member Mailman asked if this was a national sole exclusive operator; Mr. Walton said for those aligned with NFHS. Mr. Walton explained further how the cameras work without operators, including coaching films being possible; the cameras turn on and start broadcasting due to the tie to the scheduling calendar. Member Mailman observed that the Channel 11 funds are already significantly drawn; Mr. Allen said that the use would be observed over the course of the year and reported as part of the FY25 budget process.

Mr. Walton outlined cameras as being initially planned for South High gym and field; Burncoat High gym; North High gym; Tech gym; Doherty High gym; Claremont gym; and Foley Stadium; additional cost for additional sites would be \$4000 each.

Chair O'Connell Novick confirmed that the cost in this case as recommended does not change according to how many are watching. Mr. Walton agreed, noting that the district could get reports. Chair O'Connell Novick likened this to the district also not charging for athletics. Mr. Walton said a log in would be necessary, but any games at our locations would be without cost, including any events other than our athletic competitions held in those locations that are on the schedule.

Chair O'Connell Novick asked about sports in other locations; Mr. Allen noted that indoor track, swimming, hockey for example are not held in Worcester Public Schools locations.

The information on streaming will come as part of any recommendation for FY25 budget.

Vice Chair Kamara asked about moving the equipment. For the remote games, the cameras cannot be moved, as they are connected to the school's system for streaming.

In response to Member Mailman's question on where indoor track competes—Northbridge and Boston—she observed that we need to fight for an indoor track for a new Burncoat.

Chair O'Connell Novick requested that outdoor locations that are not currently included in this proposal at which athletic competition take place be considered; Mr. Allen said that administration would look at those within the context of the security of the cameras and the ability of them to connect to the school network.

On a roll call of 3-0, the administration's recommendation was endorsed and the item was filed.

gb 2-241.10 - Novick (August 23, 2022)

To consider monthly updates on the implementation of district-operated transportation during the 2022-23 school year.

Mr. Allen noted that the district had been running 74 routes for much of the year; the district is now running 81 routes, which is freeing up seven buses for after school athletic transportation. Transportation has 17 permitted drivers, with a number of them taking their tests soon, with 11 trainees working on their permits; the administration plans to continue to partner with MassHires, as there is always going to be turnover. Mr. Allen said double trip routes are down to 20. Mr. Allen said that the 7D vans are expected in December of this year. The gas station is now open. District transportation has conducted almost 400 field trips so far this year; the FY24 budget will include funding for any school-related trip for which district transportation has a vehicle and staff available. Mr. Hennessey added that the district does still have time restrictions, as the first responsibility of the transportation department is from home to school and school to home.

Vice Chair Kamara noted the very natural and normal process. She asked for clarification on which games are being provided transportation; Mr. Allen said that scheduling was done by athletic department. The buses on the 2:30 schedule can be seen on the district athletic schedule each week.

Member Mailman asked if administration knew how many field trips were not done; Mr. Hennessey said no, but Mr. Allen said it largely is due to the time window during which buses are available. Mr. Hennessey added that in some cases, schools have been able to adjust their time to meet the window.

Chair O'Connell Novick asked that athletics scheduling such that more buses are needed for a slot than buses are available be worked to avoid. She asked if the district contracts with outside providers are structured such that we can end them once the 7D vans come in; Mr. Allen said that they are.. She asked about updates on electric buses. Mr. Allen said that this week, the EPA announced the second round of grant applications. Mr. Allen said that the district intends to apply for up to 15 buses, which would cover the cost of the vehicle and charging stations. Mr. Allen said that it is believed that this can be done at the current facility for transportation. Chair O'Connell Novick suggested that late buses would be welcomed by secondary schools, and asked that the administration look into that idea in future planning. Mr. Allen said it would eliminate transportation being a barrier to participation for students.

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

gb 2-239.6 - Administration (August 15, 2022)

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

Ms. Consalvo said the third quarter report provides expected balances as of June 30. She highlighted the teacher substitute line, which includes day by day substitutes being instated. She noted the overtime accounts being slightly over, due both to vacancies and the implementation of the student information system. She said fewer students are having their special education needs met out of district, thus, for the first time in her

experience in the Worcester Public Schools, the tuition account is expected to run a balance. Mr. Allen added that bus insurance comes out of the Miscellaneous Ed OM account.

Member Mailman asked for further clarification on workers' comp. Ms. Consalvo said that yes, in previous years it has been an issue. Member Mailman asked where curriculum cost came from. Mr. Allen said that curriculum costs generally come out of the non-salary group of accounts 500-92204. He said that in the past curriculum was paid for over a five or six year period. The purchase of curriculum this year, he said, will be done through ESSER spending from the category of summer, after school, and PD activities; there is funding accumulated from prior years. Mr. Allen explained that this goes towards the \$18M required for learning loss set aside, while also allowing the purchase without an impact on the general fund budget for several years. Member Mailman said that it could be up to \$8M.

Vice Chair Kamara asked if Mr. Allen had the actual cost as yet. He said that the district had only estimates provided at this time; if it is beyond \$6M, administration will come back to the School Committee with a recommendation during the budget deliberation. She asked for clarification of process; Chair O'Connell Novick said that the vote before the full committee was simply for the curriculum. She said that if there was a difference between what was expected and what was charged, the administration will come back with a plan for the remaining funding.

Chair O'Connell Novick asked about the particular numbers for vacancies. Mr. Allen said that he'd have to ask Human Resources about teachers, but added the district is 10-15 custodians short, with shortages still in tradesmen and paraprofessionals. Ms. Consalvo said nurses was about five positions; for clinical care about seven, adding that she had noted that hiring continued.

Chair O'Connell Novick asked about how administration would wish to coordinate with School Committee on reporting updates on ESSER spending. Mr. Allen said the district had already closed out ESSER I, was on track to close out ESSER II for September of this year, and would be prepared for closing ESSER III for September of next year. Mr. Allen said that some funding is committed but not yet spent in HVAC, buses, and others. He said that going forward, reporting on this can be part of quarterly report or another report going forward. Mr. Allen said other than HVAC, he doesn't see a concern on timeline; HVAC would be a supply chain question. Chair O'Connell Novick proposed planning a report for September on that would then be timely, in line with summer facilities work. She requested a report on where the district is on foundation budget spending on categories beyond teaching, which was supplied in the March preview of the 2024 budget. Mr. Allen explained that prior reports of this kind were with publicly available data; the administration can create an ad-hoc report, noting that some of it is ESSER spending. Mr. Allen suggested that this report come back for the May F&O meeting. Member Mailman clarified on if this will be a standing item; Mr. Allen said it would be an annual check. Mr. Allen also said that it was preparing for the next foundation budget review, which is to be done every five years, as the district, for example, continues to have health insurance costs far exceeding the health insurance rate, and need special education staffing beyond what is provided for. Member Mailman asked if this would include comparisons with other districts, for example in vocational education; Mr. Allen said it would not for May, but going forward.

Chair O'Connell made a motion to hold the item, and to transfer:

<b>Amount</b>	<b>From Account</b>	<b>Account Title</b>	<b>To Account</b>	<b>Account Title</b>
\$500,000	500-91120	Maintenance Service Salaries	500152-92000	Facilities Ordinary Maintenance
\$1,000,000	540-91117	Transportation Salaries	500136-92000	Miscellaneous Educational OM

Chair O'Connell Novick also made a motion to request a report from administration on progress on the foundation budget categories for the May 22 standing committee meeting

On a roll call of 3-0, those motions collectively were approved.

On a roll call of 3-0, the meeting was adjourned at 7:05 pm.

Standing Committee on Governance and Employee Issues

May 1<sup>st</sup> 5:00 pm

In attendance: Vice- Chair McCulough, Member Johnson and Chair Clancey

Dr. Kue and Dr. Morse represented administration

Meeting start at 5:03

Chair Clancey gave background of the process of the attendance policy update and she put in for a reconsideration. Chair Clancey, Vice Chair McCulough and Member Johnson all spoke on the concerns they heard from staff and teachers across the district regarding allowing students were hoods during the school day

Chair Clancey made the following motion.

To remove the following line, “and hoods as long as faces are not covered”, from bullet 5 under the updated dress code policy.

On a roll call of 3-0 that amendment was passed

Member McCullough also made the following motion: under bullet 1 to change “no bare backs to no backless shirts”

On a roll call of 3-0 that amendment was passed.

On a roll call of 3-0 the meeting adjourned at 5:12.

O. General Business  
O'Connell Novick

ITEM: gb 3-127  
S.C. MEETING: 5-4-23

ITEM:

gb 3 - 127 O'Connell Novick  
(April 26, 2023)

Request Administration report on the donations of the Working for Worcester projects so they may be accepted as statutorily required.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to Administration

RECOMMENDATION OF THE ADMINISTRATION:

Administration concurs

O. General Business  
O'Connell Novick

S.C. MEETING: 5-4-23

ITEM:

qb 3 -128 O'Connell Novick  
April 26, 2023)

Request Administration ensure full and fair elections are held in a timely fashion for the position of School Committee Student Advisory Member at each high school, ensuring the rights and responsibilities of such a position are fully forwarded to the student body;

Further, request Administration provide for the School Committee Student Advisory Council to meet before the end of school to elect a chair, who will serve as the ex-officio member of the Worcester School Committee next school year.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to the Administration

RECOMMENDATION OF THE ADMINISTRATION:

Administration concurs



O. General Business  
Administration

ITEM: gb 3-130  
S.C. MEETING: 5-4-23

ITEM:

gb 3-130 Administration  
(April 28, 2023)

To consider a revision to the Job Description for the Coordinator of Nursing.

BACKUP:

Annex A (3 pages) Copy of Job Description

RECOMMENDATION OF MAKER:

To approve

RECOMMENDATION OF THE ADMINISTRATION:

**From Here, Anywhere....**

*Together*



**WORCESTER**  
PUBLIC SCHOOLS

**JOB TITLE:** Director of Nursing

**REPORTS TO:** Chief Academic Support Officer

**LOCATION:**

Worcester Public Schools  
Worcester, Massachusetts

**POSITION PURPOSE:**

The Director of Nursing for the Worcester Public Schools is responsible for overseeing all aspects of the district's healthcare services. This position involves managing nursing staff, coordinating with other health professionals, ensuring compliance with state and federal regulations, and promoting a safe and healthy environment for students and staff. The Director of Nursing plays a critical role in promoting the health and wellbeing of students and staff, and ensuring that the district is in compliance with all healthcare regulations.

**MINIMUM QUALIFICATIONS:**

*EDUCATION AND EXPERIENCE:*

Required Qualifications:

- Registered Nurse
- Master's degree in Nursing, health related field or educational administration.
- Three years' experience supervising nurses in a clinical and/or school setting.
- Five years experience working as a pediatric/school nurse.
- Massachusetts Department of Education licensure as a School Nurse, as required\*.

\*The successful candidate must possess school nurse licensure or be eligible for a waiver, in order to complete the licensure requirements during the first year of employment.

Preferred Qualifications:

- Doctorate degree.
- National Board Certification for Nursing.
- Department of Public Health experience.
- Ability to speak Spanish, Portuguese, Arabic, Vietnamese, Albanian, or Twi.

### **ESSENTIAL DUTIES AND RESPONSIBILITIES:**

Key responsibilities include:

- Work closely with other administrators, educators, and healthcare professionals (eg.school physician, school based health centers, Worcester DPH) to develop and implement health policies that ensure the safety and wellbeing of students and staff, including, but not limited to, developing policies related to vaccinations, medication administration, health screenings, and emergency response plans.
- Ensure that the school district is in compliance with all state and federal regulations related to healthcare, including, but not limited to, those related to immunizations, health screenings, and medical recordkeeping.
- Ensures accurate and timely response to state-mandated report forms, i.e. immunization audits and tuberculin risk assessment. Compiles statistical information from data supplied in the monthly school nurse reports for state requirements.
- Leading and managing the nursing staff including
  - hiring, training, and supervising a team of nurses;
    - works with principals in the employment process, and provides orientation for new and/or substitute nursing employees.
  - Supervision and mentoring of WPS nursing supervisors and clinical care coordinator
  - developing nursing protocols and procedures; and
  - ensuring that all staff are trained and competent to perform their duties.
- Provide education and support to students, staff, and caregivers on a variety of health-related topics, such as hygiene, disease prevention, and mental health.
- Collaborating with community health organizations and pediatricians/healthcare providers to ensure coordination and continuity of care for students
- Responding to health emergencies and developing emergency response plans

- Responsible for developing and managing the healthcare budget (including grants) for the district, including allocating resources for equipment, supplies, and staff.
- Responsible for analyzing healthcare data and reporting on health trends and issues within the district.
- Serving as the concussion program coordinator for the district.
  - Tracks and manages student concussions district-wide and collaborates with all related staff to ensure related state and district guidelines are fully implemented.
- Arranges and conducts regular nurse meetings to share information and concerns; coordinates meetings among agencies and other district personnel as needed.
- Arrange and lead School Health Advisory Council meetings quarterly
- Coordinates staff development for school nurses.
- Assists (or assigns designee to assist) in the coordination and implementation of the district's bloodborne pathogen plan. Recommends changes to plan as needed.
- Responsible for updating the Wellness Policy annually.
- Serves on committees and task forces as needed.
- Provides nursing services in schools as needed due to staff absences, emergencies, or other needs in emergency situations only.

This is a full time 52-week position that includes paid sick, PTO, and vacation days, and access to the city's health and dental insurance plans. Salary Commensurate with Administrative Salary Scale.