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

## AGENDA #16

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

on: Thursday, May 18, 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 3-132 Administration

(May 11, 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 so declares – Successor Contract Negotiations - Massachusetts Laborers’ District Council for and in behalf of Worcester Public Service Employees Local Union 272 of the Laborers’ International Union of North America, AFL-CIO, Unit D, Computer Technicians.

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 Worcester Public Service Employees Local Union 272 of the Laborers’ International Union of North America, AFL-CIO, Custodians.

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, 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 so 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 so 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 – 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 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.

**B. Call to Order**

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

Recording from Jayden Bordes

**D. Roll Call**

**E. Consent Agenda**

i. Approval of Minutes

ag 3-11 Clerk

(May 12, 2023)

To consider approval of the Minutes of the School Committee Meeting on April 13, 2023.

ii. Approval of Donations

To consider approval of a donation in the amount of \$12,000.00 for the purchase of team rings for the North High Boys Basketball team.

To consider approval of a donation in the amount of \$4,999.00 for the purchase of team rings for the North High Boys Basketball team.

To consider approval of a donation from Arlene Thompson to the Worcester Technical High School Cosmetology Department in the amount of \$3,012.88.

To consider approval of a donation from One8 Foundation in the amount of \$3,500.00 for the ETA Program at Doherty Memorial High School.

iii. Notifications of Personnel Records

The Superintendent has approved the records provided in backup.

iv. Initial Filing of Individual Recognitions

gb 3-133 Administration

(May 4, 2023)

To set a date to recognize Meredith Lord for receiving the William P. Foster Community Development Award.

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

**F. Items for Reconsideration**

**G. Held Item(s)**

**H. Recognition**

gb 3-91 McCullough

(March 9, 2023)

To recognize the South High Girls Basketball Team for an undefeated regular season and their post season success.

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).

**I. Public Comment**

**J. Public Petition**

c&p 3-4 Nathan Cummings

(May 4, 2023)

Public petition referred from the Worcester City Council on behalf of Nathan Cummings:

That the Grafton St entrance of Roosevelt Elementary School be amended to allow full-size school buses to enter from Grafton St northbound without mounting the curb. Currently the granite divider between the entrance lanes is too long, preventing buses from making the sharp left turn into the school.

c&p 3-5 Joseph Rinaldi

(May 4, 2023)

To consider approval of an Honorary High School Diploma for Antoinette (Ginger) Rinaldi for her years of dedication to the Worcester Community.

**K. Report of the Superintendent**

ros 3-10 Administration

(May 12, 2023)

From Here, Anywhere...Together: Pipeline Development

Ivonne Perez, Chief Diversity Officer

Yeu Kue, Ed.D., Chief People Officer

AiCo Abercrombie, Director of Recruitment & Cultivation

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

The Standing Committee on Teaching, Learning, and Student Supports met virtually and in person on Monday, April 24, 2023 at 4:30pm.

**M. Student Advisory Committee Items**

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

To consider approval of the MA STEM High Quality Internship Grant in the amount of \$2,000.00 to provide support to classroom instructors to assist with identifying eligible WPS students for subsidized work experience in STEM Internships.

To consider approval of the UNUM Equitable Pathways Program in the amount of \$6,000.00 to help stock food in the Sullivan Middle School Food Pantry for use throughout the school year to SMS students and families.

To consider approval of a prior year payment in the amount of \$747.45 to Stericycle Shred-it.

**O. General Business**

gb 3-134 O'Connell Novick  
(May 10, 2023)

To invite the City Clerk to speak to the School Committee regarding the annual civics academy, and to explore further opportunities for coordination on civics education for our students.

gb 3-135 Administration  
(May 10, 2023)

To consider approval of the Job Description for the ParaPro Preparation Instructor.

**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

E. Consent Agenda  
Clerk  
(May 12, 2023)

ITEM: AOR 3-11  
S.C. MEETING: 5-18-23

ITEM:

To consider approval of the Minutes of the School Committee Meeting on April 13, 2023.

PRIOR ACTION:

BACKUP:

Annex A (7 pages) contains the Minutes of the meeting held on 4/13/2023.

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 April 13, 2023, both online and in Esther Howland South Chamber in City Hall. The meeting was called to order at 7:04 p.m. There were present: Vice Chair Johnson, Member Mailman, Member Kamara, Member McCullough, Member O'Connell Novick and Mayor Petty. There was absent: Member Clancey.

The Grafton Street School 5th & 6th Grade Chorus shared their School Pledge, sang the National Anthem, and This Land is Your Land.

The following items were considered together:

i. Approval of Minutes

AOR 3-10 Clerk (April 3, 2023)

To consider approval of the Minutes of the School Committee Meeting of Thursday, March 16, 2023.

ii. Approval of Donations:

To consider approval of the donations in the total amount of \$22,366.92 to BHS Music Magnet to help fund the students' trip to Washington D.C.

To consider approval of the donation of \$6,246.00 on behalf of the North High Community to establish the annual scholarship in memory of Allen E. Jenkins.

To consider approval of the donation of \$5,000.00 by the Sheehan-Ballotte Trust Fund to the Paul Germain Scholarship Fund.

To consider approval of a \$100 donation from the employee match program by Abbvie Employee Engagement Fund.

To consider approval of a donation of a truck for hands-on demonstrations to the Night Life Diesel Tech Program by The Pete Store.

iii. Notifications of Personnel Records:

The Superintendent has approved the personnel records provided in backup.

iv. Initial Filing of Individual Recognitions

gb 3-91 McCullough (March 9, 2023)

To set a date to recognize the South High Girls Basketball Team for an undefeated regular season and their post season success.

gb 3-96 Kamara (March 19, 2023)

To set a date to recognize the North High Boys Basketball Team and their coaching for winning the MIAA Division I State Championship.

gb 3-98 Kamara (March 20, 2023)

To set a date to recognize the North High Cheerleading team for their momentum, zeal, and energy in cheering for the basketball team to victory.

gb 3-99 Clancey (March 23, 2023)

To set a date to recognize the Burncoat Dance Team taking home 2nd place in the state for both Jazz and Hip Hop at the 2023 New England Regional Competition and 1st place in the JV division for the very first time in the State Competition.

On a roll call of 6-0, the items were approved collectively.

**Items for Reconsideration**

Clancey

(March 19, 2023)

The Report of the Standing Committee on Governance and Employee Issues that met virtually and in person on Tuesday, February 28, 2023 at 5:00pm and was approved by the School Committee on March 16, 2023.

Motion to vote for reconsideration. On a roll call 6-0 the motion was approved.

O'Connell Novick

(March 19, 2023)

The Report of the Standing Committee on Governance and Employee Issues that met virtually and in person on Tuesday, February 28, 2023 at 5:00pm and was approved by the School Committee on March 16, 2023. Motion to send the dress code back to Governance.

Member O'Connell Novick stated concerns on the process in terms of the strategic plan. Dr. Monárrez reviewed the "Communication & Decision Making Flow Chart" document which outlines the procedure for communicating the strategic plan process. Member Mailman inquired if the meetings were public, specifically meeting numbers 2 and 4. Superintendent Monárrez stated the committee is invited to attend and listen. Member O'Connell Novick made a motion to amend and approve the report as indicated. Also noting that we need to ensure we are outsourcing the work and don't run afoul of our own quorum noting that members.

On a voice vote, the motion was approved.

gb 3-83.2 Administration

(March 6, 2023)

To consider a revision to the Job Description for the Chief Human Resources Officer.

Member O'Connell Novick made a move to approve with three general amendments, parallel structure for consistency, make consistent use of the oxford comma and spell out Worcester Public Schools in its entirety throughout the document.

On a voice vote, the motion was approved.

gb 3-86.2 Mailman

(March 6, 2023)

To consider endorsing Massachusetts Legislative House Docket No. 485 and Senate Docket No. 1697, an Act to improve access, opportunity, and capacity in Massachusetts vocational-technical education.

Member Mailman made a motion to withdraw this item.

On a voice vote, the motion was approved.

**Public Comment & Petition**

Melissa Verdier expressed the full support of the EAW regarding gb 3-92.

Melissa Verdier, president of the EAW, petitioned on behalf of three educators regarding sick bank donations for: teacher at Chandler Magnet, teacher at South High, therapy assistant at Norrback TA out of days since 03/31, request to go retroactive for therapy assistant.

Mayor Petty motioned to send it to the Standing Committee on Governance and Employee Issues.

Member McCullough made a motion to cover the sick days of the Therapy Assistant at Norrback that has been out of days since March 31.

On a voice vote, the motion was approved.

ros 3-7 Administration

(April 5, 2023)

Supporting Mental Health Needs and Strengthening Social Emotional Competencies.

Annie Azarloza, Chief Academic Support Officer

Thomas Toney, Administrative Director of Positive Youth Development

Data was shared reflecting students current emotional learning competencies and the current state of in-school suspensions. Organizational changes pertaining to school psychologists and school adjustment counselors were reviewed. Three-year strategic plan for supporting scholars' mental health needs to assist in their social, emotional and academic development was shared. It was noted staff is working on a multilingual website to provide student information to non-English speaking parents and caregivers and also working with schools to incorporate culture and climate teams. Timelines for the Wellness Policy, Bullying Prevention Policy, Scholar Gender Identity Policy, Emotional Support Dog Policy and Service Dog Policies to be implemented by June 2023.

Member McCullough requested clarification on the role of School Adjustment Counselor in relation to the services we are utilizing from outside agencies. Annie Azarloza stated contracting with outside agencies for testing allows school psychologists to provide other needed support.

Member Kamara requested a breakdown of suspensions by school and inquired about other alternatives to suspension that have been identified and requested a framework be provided on the organizational changes taking place in the Office of Social Emotional Learning.

Annie Azarloza agreed to provide the requested breakdown and stated they have begun working with principals and a menu of alternatives is in the development stage. The primary focus will be on keeping the students in school and learning from their behaviors in order to reteach these behaviors. Superintendent Monárrez noted the requested information will be included as part of the budget briefings to the committee.

Member O'Connell Novick stated the committee spent considerable time on the subject of social emotional health and asked what has changed over the course of this school year from the perspective of your average student? She would love to hear from students regarding these issues. Noted concerns regarding the proposed Scholar Gender Identity Policy as this is a protected class.

Vice Chair Johnson asked how we will reach students who are not outwardly showing that they are struggling? How do we determine what is effective? Vice Chair Johnson also asked what an in school suspension looked like for an elementary school student. Mr. Toney stated they are working closely with principals and schools to develop alternatives to suspensions and that it would vary from school to school. While principal at Grafton Street a student assigned to in-house suspension is removed from their classroom and placed in another classroom, at grade level or sometimes a lower grade level, to complete their assignments. Superintendent Monárrez stated each school might have



nuances but the general idea for in-school suspension at the elementary level is separating the student from their peers while completing their assigned work.

On voice vote, the report was approved and filed.

The following Finance Items were taken together:

To consider approval for a prior year pay rate adjustment for a WPS Custodian in the amount of \$414.67.

To consider approval of the Title III, Part A: Immigrant Children & Youth FC 186 Grant that provides supplemental resources to school districts to provide enhanced instructional opportunities for immigrant children and youth in the amount of \$70,475.00.

To consider approval of the Afghan Refugee Support for Schools Grant to enhance LEA capacity to promote the academic performance and successful integration of Afghan newcomer students in the amount of \$455,139.00.

To consider approval of the School Nutrition Equipment Assistance Grant to purchase a new meat slicer and refrigerated serving line for Claremont Academy in the amount of \$19,825.00.

On a roll call of 6-0 these items were approved collectively.

gb 3-92 O'Connell Novick

(March 18, 2023)

To request that the Administration arrange for an alternative LEAP trip in lieu of the current trip to Old Sturbridge Village; further, request that the Administration ensures that no Worcester Public Schools funds voluntarily are allocated to Old Sturbridge Village, Inc. or its affiliates.

Member O'Connell Novick spoke to the various other opportunities there are to learn about Massachusetts history.

On a voice vote, the item was referred to the Administration.

gb 3-93 McCullough

(March 19, 2023)

To consider adding AirPod usage to the Policy Handbook and utilizing administrator, educator, and student feedback during the development of the policy.

On a voice vote, the item was referred to the Administration.

gb 3-94 Johnson

(March 21, 2023)

To consider requesting that the administration look into options available regarding vaping detector purchasing and placement in all secondary schools.

Member Johnson requested that this be looked into so that we protect the health and safety of our kids. He would like the Standing Committee to look into the best options available.

On a voice vote, the item was referred to the Standing Committee of Finance & Operations.

gb 3-97 Kamara

(March 19, 2023)

To consider approval of coordination with the City Council to display signs in Worcester that acknowledge the North High Boys Basketball Team as the MIAA Division I State Title Winner, in order to showcase the hard work of the coach and team.

On a voice vote, the item was referred to the City Manager.

gb 3-100 O'Connell Novick  
(March 29, 2023)

To consider suspending the voluntary school uniform policy until language is added providing an exit.

Member O'Connell Novick stated that parents who currently have children in schools with a voluntary uniform policy did not vote on it and that it preceded them having children there, so she would like to look at the policy and have it adjusted to provide language so that there is a way to exit participation of the voluntary uniform policy.

On a voice vote, the item was referred to the Standing Committee on Governance and Employee Issues.

gb 3-101 O'Connell Novick  
(March 29, 2023)

To consider moving dance teams under Athletics.

On a voice vote, the item was referred to the Administration.

gb 3-102 Administration  
(April 3, 2023)

To request that the School Committee consider formal recommendation of an elementary ELA core curriculum program for implementation in the 2023-2024 school year.

Member McCullough motioned to set up times with the Administration to review the curriculum, so that members can review it. She also motioned to set a date for a virtual meeting of TLSS in order to review and approve the curriculum at the next meeting of the School Committee.

Member O'Connell Novick stated that the main reason for the School Committee to approve curriculum was to allow it to be a public process and stated concerns with there not being enough time for the public to participate in the process. Mayor Petty supported the notion by adding that if the process does not yield enough participation from the public in the time allotted that the School Committee could hold a separate special meeting after the 27th in order to generate additional public involvement.

On a voice vote, the item was sent to the Standing Committee of Teaching, Learning and Student Supports.

gb 3-103 Administration  
(April 4, 2023)

To consider a revision to the Job Description for the Physical Security Systems Technician.

On a voice vote, the item was approved.

gb 3-104 O'Connell Novick  
(April 5, 2023)

To ensure that the Worcester Public Schools policies align with federal and state non-discrimination

laws with regard to protected classes.

Member Kamara requested that this go through the normal policy approval process and through the Standing Committee on Governance. Member O'Connell Novick spoke to the urgency including this policy as well as stated that because it is a federal and state law that there was nothing to be changed. Member Kamara requested that policies in the future go through the proper process.

On a voice vote, the item was approved.

gb 3-105 O'Connell Novick  
(April 5, 2023)

To align policy IC/ICA with state regulation 603 CMR 27.00.

On a voice vote, the item was approved.

gb 3-106 Administration  
(April 5, 2023)

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

Member O'Connell Novick was concerned that the Director of Nursing was moved down the hierarchy and would like to see the position report directly to the Director of that division. Member Kamara motioned to include certification in public health and to consider who is responsible for the development of the wellness policy. Superintendent Monárrez then motioned to hold this job description as she would like the Administration to further look into the public health piece as well

Description to be provided in the budget package. On a voice vote, this item was referred back to Administration.

gb 3-107 Administration  
(April 5, 2023)

To consider a revision to the Job Description for the Director of Culture and Climate. Description to be provided in the budget package.

On a voice vote, this item was referred back to Administration.

gb 3-108 Administration  
(April 5, 2023)

To consider approval of the revised Wellness Policy.

Member O'Connell Novick added that this is policy ADF and that the Wellness Committee is spelled out in Mass. General Laws.

On a voice vote, the item was referred to the Standing Committee of Governance and Employee Issues.

gb 3-109 Administration  
(April 5, 2023)

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

Member Kamara requested more background information on this item to which Mr. Foley provided a response that included that this would be an extension of the Unified Sports Program.

On a voice vote, this item was referred to the Standing Committee of Teaching, Learning and Student Supports.

gb 3-110 Kamara

(April 5, 2023)

To consider support and adoption of the Massachusetts Legislature bill S.340/H.583 "An Act enabling all students to thrive: protecting a high quality, diverse educator workforce."

Member Kamara motioned to withdraw this item after speaking towards her support for developing a diverse and robust educator workforce.

On a voice vote, the motion was approved.

The following items were taken together:

gb 3-111 Kamara

(April 5, 2023)

To send a letter of support to our delegation in support of the bill H.1367 that will require students to complete a Free Application for Federal Student Aid (FAFSA) before they graduate high school.

Member Kamara introduced this bill and provided information on the declining number of students completing FAFSA. Member O'Connell Novick stood in opposition of the bill due to the language requiring it for graduation as it would make it impossible for some of the students to graduate.

Member O'Connell Novick motioned to file this item and the associated item gb 3-112.

Member Mailman rose in opposition to the bill as well on the premise that not all students will go to college and those who choose not to should not have to go through the process of filling this out. Member Kamara clarified that the bill does provide language that would allow students and their guardians to opt out of filling out a FAFSA. Vice Chair Johnson raised the argument that while the opt out language was included, it might still be a barrier for graduation to students who are unable to fill it out or to those who would not know they needed to opt out.

gb 3-112 Kamara

(April 5, 2023)

To send a letter to our delegation to push for financial support to accompany the bill H.1367 that would help school districts execute the goals & objectives of the bill, especially school districts where a high number of the students are low income, ESL, disability, and on free and reduced lunch, to name a few, and districts with already low FAFSA completion rates.

Member Kamara motioned to hold both items.

On a roll call the motion to file, which superseded the motion to hold, was approved 6-1 (No by Member Kamara).

Motion to adjourn. On a roll call of 6-0 motion was approved. The meeting adjourned at 9:13 p.m.

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

E. Consent Agenda - Personnel Records  
Administration  
(May 10, 2023)

S.C. MEETING: 5-18-23

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:

RECOMMENDATION OF THE ADMINISTRATION:

To approve.

**Personnel Records**

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

Baniukiewicz, Katrina, North High, School Adjustment Counselor, 5-5-23  
Herrera, Rachel, Systemwide, BCBA, Special Education, 4-21-23  
LaFlamme, Jennifer, Systemwide, Behavior Specialist, Special Education, 4-28-23

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

Cantwell, Carissa, Sullivan Middle, English, 5-1-23  
Hall, Leah, Roosevelt, School Adjustment Counselor, 5-1-23  
Alba Frias, Jenny, NECO-Drivers and Monitors, Monitor, Transportation, 4-24-23  
Baido, Theodora, NECO-Drivers and Monitors, Monitor, Transportation, 4-11-23  
Castillo, Nidia, NECO-Drivers and Monitors, Driver, Transportation, 4-24-23  
Cooper, James, Sullivan Middle, Custodian, School Plant, 5-1-23  
De Los Santos, Janeshley, Union Hill, School Clerical, Special Education, 5-1-23  
Devers, Keily, Durkin Administration, Admin Clerical, Special Education, 4-24-23  
Fuster, Grey, NECO-Drivers and Monitors, Transportation, Monitor, 4-24-23  
Gallivan, Erin, NECO-Facilities, Admin Clerical, Facilities, 4-24-23  
Garay, Jonathan, NECO-Drivers and Monitors, Transportation, Driver, 5-2-23  
Jerdeck, James, Sullivan Middle, Custodian, School Plant, 5-1-23  
Mesa, Yolanda, NECO-Drivers and Monitors, Transportation, Driver, 4-24-23  
Power, Corey, NECO-Drivers and Monitors, Transportation, Driver, 5-8-23  
Walker, Keisha, Goddard, School Clerical, Elementary, 5-1-23

E. Consent Agenda - Initial Filing of Recognition  
Administration  
(May 4, 2023)

ITEM: gb 3-133  
S.C. MEETING: 5-18-23

ITEM:

To set a date to recognize Meredith Lord for receiving the William P. Foster Community Development Award.

PRIOR ACTION:

BACKUP:

Annex A (2 pages) contains information about the award

RECOMMENDATION OF MAKER:

To set a date.

RECOMMENDATION OF THE ADMINISTRATION:

To set a date.



**Dr. William P. Foster Project Community Development Awards**

Eastern Division

Meredith Lord

*Burncoat High School, Worcester, MA*

Southern Division

Dexter Bailey

*Creekside High School, Fairburn, Georgia*

Southwestern Division

Osmond Fisher

*Central High School, Kansas City, MO*

North Central Division

Roosevelt Griffin

*Gwendolyn Brooks Middle School, Harvey, IL  
(At Time of Nomination)*

Northwestern Division

Peter Briggs

*Lincoln High School, Tacoma, Washington*

Western Division

Sarah Tochiki

*Chiefess Kamakahahei Middle School, Lihue, HI*

**Dr. William P. Foster Project Awards of Excellence**

Arvida Middle School

*David Gonzales, Director of Bands  
Miami, FL*

Barber Middle School

*Robert Grogan, Director of Bands  
Acworth, GA*

Druid Hills Middle School

*Today Milford, Director of Bands  
Decatur, GA*



CONGRATULATIONS!

2022 HONOREE

DR. WILLIAM P. FOSTER  
COMMUNITY  
DEVELOPMENT AWARD

MEREDITH LORD

BURNCOAT HIGH  
SCHOOL ORCHESTRA  
DIRECTOR



J. Public Petition  
Nathan Cummings  
(May 4, 2023)

ITEM: c&p 3-4  
S.C. MEETING: 5-18-23

ITEM:

Public petition referred from the Worcester City Council on behalf of Nathan Cummings:

That the Grafton St entrance of Roosevelt Elementary School be amended to allow full-size school buses to enter from Grafton St northbound without mounting the curb. Currently the granite divider between the entrance lanes is too long, preventing buses from making the sharp left turn into the school.

PRIOR ACTION:

BACKUP:

Annex A (1 page) contains the petition as forwarded from City Council.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Refer to the Standing Committee on Finance & Operations



The City of  
**WORCESTER**

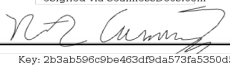
**City Clerk Department**  
Nikolin Vangjeli, City Clerk  
Stephen A.J. Pottle, Deputy City Clerk  
Clare M. Robbins, Assistant City Clerk

Please print out this form, provide your full contact information, including your name, residential address and phone number, sign the form and return to:

Worcester City Clerk  
City Hall Room 206  
455 Main Street  
Worcester, MA 01608

The undersigned hereby petition the City Council as follows, request

That the Grafton St entrance of Roosevelt Elementary School be amended to allow full-size school buses to enter from Grafton St northbound without mounting the curb. Currently the granite divider between the entrance lanes is too long, preventing buses from making the sharp left turn into the school.

Signature	Name	Address, Zip Code	Phone Number	Email
<small>eSigned via SeamlessDocs.com</small>  <small>Key: 2b3ab596c9be463df9da573fa5350d91</small>	Nathan Cummings	4 Tamar Ave	9016799997	ntcumings42@gmail.co

Room 206, City Hall ■ 455 Main Street ■ Worcester, Massachusetts 01608-1889  
 Telephone (508) 799-1121 ■ Fax (508) 799-1194  
 E-Mail: [clerk@worcesterma.gov](mailto:clerk@worcesterma.gov)

K. Report of the Superintendent  
Administration  
(May 11, 2023)

ITEM: ros 3-10  
S.C. MEETING: 5-18-23

ITEM:

From Here, Anywhere...Together: Pipeline Development  
Ivonne Perez, Chief Diversity Officer  
Yeu Kue, Chief People  
AiCo Abercrombie, Director of Recruitment & Cultivation

PRIOR ACTION:

BACKUP:

Annex A ( pages) contains the powerpoint presentation.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

To approve.

# From Here, Anywhere... *Together:* Pipeline Development

May 18, 2023

Yeu Kue, Ed.D.  
*Chief People Officer*

Ivonne Pérez  
*Chief Diversity Officer*

AiCo Abercrombie  
*Director of Recruitment,  
Cultivation, and Diversity*

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

*Together*



**WORCESTER**  
PUBLIC SCHOOLS

## 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

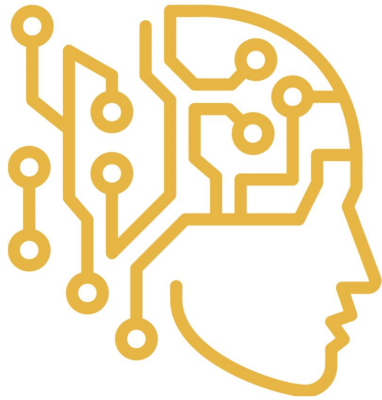
## PROFESSIONAL

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

# Objectives



***To update our current state of recruitment, cultivation, and retention.***

DRAFT

# Pipeline Development Plan





# Current State

Assessing the district staffing needs through data analysis, recommendations and feedback .

# Learning from the past...

DESE Data Source: <a href="https://profiles.doe.mass.edu/">https://profiles.doe.mass.edu/</a>	2020 - 2021		2021 -2022		2022 - 2023	
Students vs. Staffing Data by Race, Ethnicity, Gender by Full-Time	<u>Staff</u> (20/21)	<u>Students</u> (2021)	<u>Staff</u> (21/22)	<u>Students</u> (2022)	<u>Staff</u> (22/23)	<u>Students</u> (2023)
African American	4.1%	17.1 %	4.1%	16.9%	4.2%	16.7%
Asian	1.5%	6.5%	1.5%	6.0%	1.4%	6.2%
Hispanic	10.3%	43.1%	10.6%	44.7%	11.7%	45.8%
White	83.8%	28.8%	83.7%	29.9%	82.1%	26.9%
Native American	0.0%	0.2%	0.0%	0.2%	0.08%	0.2%
Native Hawaiian, Pacific Islander	0.19%	0.0%	0.19%	0.0%	0.79%	0.0%
Multi-Race, Non-Hispanic	0.0%	4.4%	0.0%	4.3%	0.56%	4.4%
Males	19.8%	51.1%	20.4%	51.1%	20.2%	51.4%
Females	80.2%	48.88%	79.6%	48.9%	79.8%	48.5%
Non-Binary	N/A	0%	N/A	0.008%	N/A	0.037%

# Learning from the past ...

## Teacher Retention

2020%			2021			2022			2023		
Total	#	%	Total	#	%	Total	#	%	Total	#	%
1,924	1,622	84.3	1,962	1,702	86.7	1,918	1,706	88.9	2,027	1,620	79.9

## Principal Retention

2020%			2021			2022			2023		
Total	#	%	Total	#	%	Total	#	%	Total	#	%
51	46	90.2	51	48	94.1	53	50	94.3	53	45	84.9

DESE Data Source: <https://profiles.doe.mass.edu/>

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<https://profiles.doe.mass.edu/profiles/teacher.aspx?orgcode=03480000&orgtypecode=5&leftNavId=15619&>

# Recommendations and Feedback

- ❖ Partner with colleges and universities in the areas that offer online programs, to enable our staff to pursue higher education degrees and expand their knowledge and skills.
- ❖ Foster a supportive culture that prioritizes well-being and care to attract and retain staff.
- ❖ Assist new incoming and immigrant families in navigating the system, to access information about employment positions in the district.
- ❖ Strengthen the relationship with Worcester State University and other universities to establish a pipeline for school psychologists and counselors. Building a pathway for teachers specializing in English as a Second Language and Special Education is also a goal of pipeline development.
- ❖ Offer competitive wages and benefits so Worcester Public Schools will be the district of choice in Massachusetts..
- ❖ Enhance our mentoring/induction program to provide support for new staff, and train and enlist new mentors.

# Current State:

- Online Platforms/Web Lists: SchoolSpring, Indeed, Agogos, Handshake, LinkedIn, Centro, MATSOL, MABE
- Job Fairs: in-person and virtual (colleges, universities, community events, Worcester Public Library, DCU, Mass Hire)
- College & University Partnerships: Quinsigamond Community College, Worcester State University, Clark University, Northeastern University, Mt. Holyoke, Fitchburg State University
- Community partnerships: MassHire, Worcester Housing Authority, Community Based Organizations such as Centro, ACE, SEACMA.
- Network referrals
- 1:1 Assistance for internal candidates, Informational Sessions
- Exit Interviews

## WPS Internal Staff pipeline:

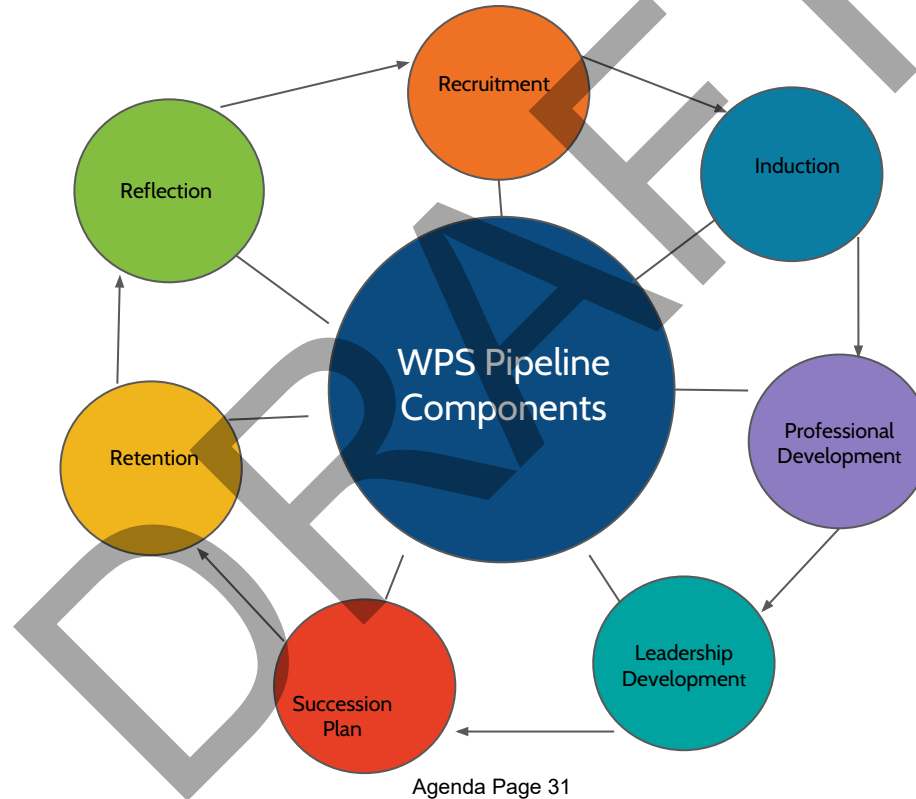
- IA's to Pathways to Teachers (*implemented phase 1 and developing phase 2*)
- Substitutes to Teachers (*development stage*)
- Parents to Para or Teachers (*forthcoming*)
- High School Students to Educators (Generation Teach & Future Teachers 'Clubs) (*development stage*)
- Teachers to Leaders (*WSU Leadership Cohort, PALs Cohort 1 has begun, Cohort 2 in development*)

# Desired State

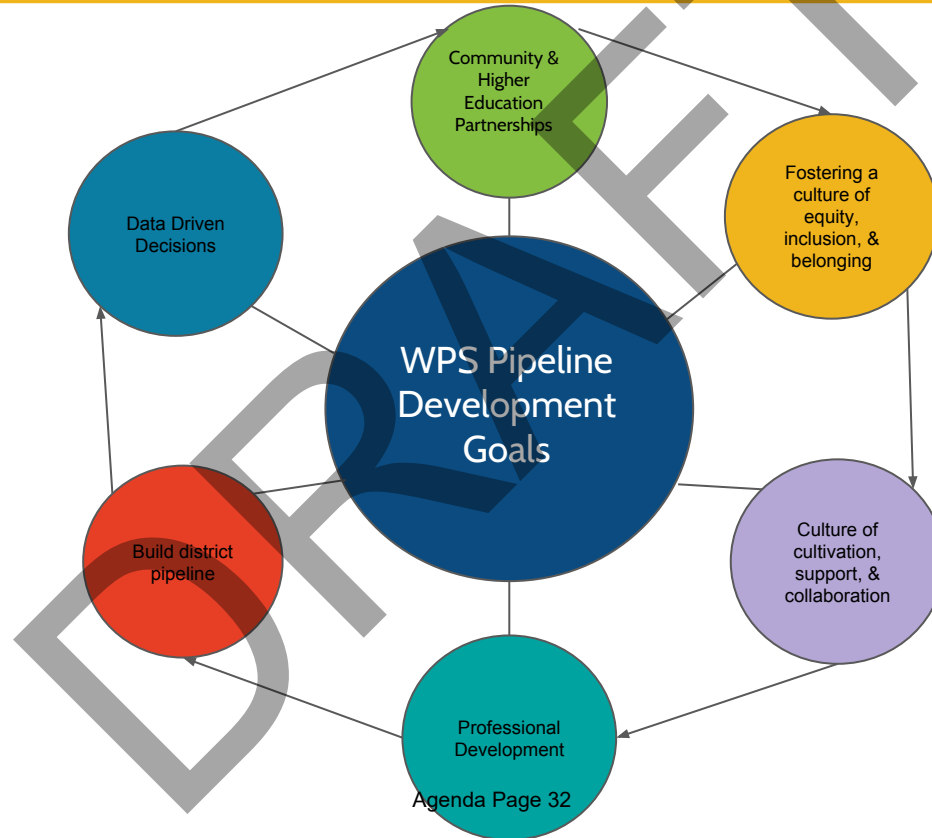


We aim to create a systematic approach to enhance the strength and diversity of our workforce across all levels. This includes creating models that enable access to various opportunities.

# Pipeline Components



# Pipeline Development Goals





# Desired State

- ❖ To create and nurture an internal staffing pipeline to meet the needs of our district.
- ❖ To identify and sustain staffing talents at all various levels.
- ❖ To increase teacher retention rate from 79% to 85%.
- ❖ To recruit and provide intentional development of leaders from underrepresented groups.
- ❖ To establish a comprehensive and robust pool of highly skilled candidates both, from within and outside the organization, who mirror our student population and offer cultural and linguistic diverse and viewpoints to fill all available positions in a systematic manner.



- L. Reports of the Standing Committees  
Administration  
(April 7, 2023)

S.C. MEETING: 4-13-23

ITEM:

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

The Standing Committee on Teaching, Learning, and Student Supports met virtually and in person on Monday, April 24, 2023 at 4:30pm.

PRIOR ACTION:

BACKUP:

Annex A (4 pages) contains the Report of the TLSS Meeting on 3-27-23.

Annex B ( pages) contains the Report of the TLSS Meeting on 4-10-23.

Annex C (2 pages) contains the Report of the TLSS Meeting on 4-24-23.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

CLERK OF THE SCHOOL COMMITTEE  
 WORCESTER PUBLIC SCHOOLS  
 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.

### 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

Vice Chair Mailman asked if there were any changes between the introduction to the School Committee and this meeting, to which Administration replied not to the actual course descriptions. Member Kamara requested information on whether there would be access across the schools. Dr. Sipple responded that the classes were pilots and as the courses are successful they will be available for other schools to pick up. Member Kamara expressed further concern about equalizing opportunities across the district. Dr. Sipple responded that the locations where the courses will be offered at each school in the district will go out in a Friday Letter.

Chair McCullough made a motion to approve the courses.

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

### gb 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.

After introducing the bill, Chair McCullough opened the item to public comment and introduced Eddie Dunphy, former co-chair of CPPAC. Mr. Dunphy stated that at the last CPPAC meeting the homework policy was discussed. Currently the policy handbook states that a minimum of 45 minutes per course should be assigned for homework at a high school level. If a student has 6 courses that could be 4.5 hours

each night of homework. Mr. Dunphy also shared that per the National PTA it is recommended that students get 10 minutes per grade level. CPPAC members are asking for flexibility on assignments, assigning things on different days and are also recommending the development of 'no homework days' such as cultural holidays, vacations and weekends. He stated that parents are concerned about student's mental health.

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. Chair McCullough made a motion to look at the homework policy, get educator and family feedback, then move the item to Governance & Employee Issues.

Vice Chair Mailman observed that the policy was very outdated and requested to include the information from CPPAC 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. Vice Chair Mailman expressed concern over how long it might take to develop a task force and policy recommendations. Dr. Morse responded that the Administration cannot promise a timeline, but hopes to have a clearer and more appropriate updated policy sooner than later.

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.

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

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.

gb 2-56.4 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.

Chair McCullough opened the items with 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.

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. Dr. Morse also stated that the district is committed to that vision despite the lack of space/facilities and that we 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 in the district 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 Worcester Public Libraries.

Chair McCullough wants to see more mobile libraries if possible and hopes that the Administration will continue to support the development.

Vice Chair 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. Vice Chair Mailman also wants to look at how we create the parent structure for all the other schools and how we get all schools/principals involved in developing equity in access.

Member Kamara stressed the importance of foundations and libraries and suggested reforming

buses to help develop library (or STEM) space at schools. Asked to look into 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. Member Kamara also wants literacy to inform where we put another Worcester Public Library in our schools. Member Kamara motioned to get a sooner report to get things together.

Chairman McCullough made the motion to file c&p 2-4.4.  
On a roll call of 3-0, the motion was approved.

On Item gb2-56.4 the motions were as follows:

Vice Chair Mailman motioned to hold with motion for initial update in September 2023 and update in January 2024.

Member Kamara motioned to work with One City, One Library and develop more access to Libby and Lily.

Vice Chair Mailman motioned to develop guidance around using parent groups and volunteers.

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

Member Kamara motioned 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.

Chair McCullough asked the Clerk to call a roll on the motions collectively.

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

On a roll call of 3-0, the motion to adjourn was approved at 6:37 p.m.

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

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

The Teaching, Learning, and Student Supports Standing Committee held a virtual meeting via zoom on April 10, 2023. The meeting was called to order at 5:32 p.m. There were present Chair McCullough, Vice Chair Mailman, and Member Kamara.

The following items were taken together:

gb 2-244.3 Administration  
(August 24, 2022)

To consider an update of the Admissions Policy at Worcester Technical High School and recommend possible amendments.

Dr. Sipple provided a table of specialized programs and outlined the number of students in each program as well as where they are located. There are no anticipated changes to the admissions policy for next year as the lottery was too soon to make changes and if there are any changes for the following year, they would need to be proposed by next September and then approved by October. This would then need to be brought to the full School Committee and then referred to the Standing Committee on Governance and Employee Issues. Vice Chair Mailman asked if there were likely to be any upcoming changes to the policy to which the Administration said it was not likely. Member Kamara asked about the capacity and program size, to which Dr. Sipple responded explaining that these are based on industry standard student to teacher ratios.

Chair McCullough motioned to file gb 2-244.3.  
On a roll call of 3-0, the motion was approved.

gb 3-89.2 Johnson  
(March 8, 2023)

To consider a review of the Chapter 74 programs in the comprehensive high schools including enrollment processes, criteria, and acceptance.

Vice-Chair Mailman motioned (with a friendly amendment from Member Kamara) to request information from the Administration as to the data on feeder schools and the demographics of the students who are attending these comprehensive Chapter 74 programs.

Chair McCullough motioned to hold this item until June.

Motions were taken together.  
On a roll call of 3-0, the motions were approved.

The following items were taken together:

gb 2-152.2 Mayor Petty  
(May 11, 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.

Ms. Azarloza is meeting with Dr. Castiel this month and has a standing monthly meeting with the Director of Worcester Public Health and his team. She has also developed a task force with subcommittees to review our practices and help develop a Wellness Policy. Vice Chair Mailman also requested that Ms. Azarloza touch base with the HEARS (through the Health Foundation) program to make sure that our work and their work is encompassing. Ms. Azarloza outlined the process of developing the Health & Wellness plan, which will be done by first creating a baseline of where the district is currently, followed by working backwards through a three year plan. Member Kamara requested that students and peer leaders be included in the process and development, highlighting the need for student feedback. Ms. Azarloza confirmed that the community is also a part of the development of the plan.

Member Kamara expressed a desire for a comprehensive review of these items again and would like to have the items held for further review. Dr. Morse responded by expressing that the Superintendent is devoted to the development of social emotional learning and meeting students' social emotional needs. Ms. Azarloza stated that the deadline for having a plan for health and wellness is due in June.

Chair McCullough echoed how important this work is and that she is grateful the district has provided cell phones to the WRAP Coordinators to aid in their work.

Chair McCullough motioned to file these items.

On a roll call of 3-0, the motion to file was approved.

On a roll call of 3-0, the motion to adjourn was approved at 6:08 p.m.

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

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

The Teaching, Learning, and Student Supports Standing Committee held a virtual meeting via zoom on April 24, 2023. The meeting was called to order at 4:41 p.m. There were present: Chair McCullough, Vice Chair Mailman, and Member Kamara.

gb 3-102.1 Administration  
(April 3, 2023)

To request that the School Committee consider formal recommendation of an elementary ELA core curriculum program for implementation in the 2023-2024 school year.

Administration spoke to the desire to select an elementary ELA curriculum program that supports the evidence-based teaching of English Language Arts standards in grades K-6 for implementation starting SY24. Current curriculum "Does not meet expectations". Administration shared that they piloted the program which was offered in grades K, 2, and 4 in a few different schools, teachers gave input on select criteria through biweekly surveys. Pilot teachers and principals provided input through an end-pilot group interview.

Administration noted current use of Amplify CKLA across the country has been reviewed and they spoke to the science of reading, multilingual glossaries for grades 3-5 that are available in 10 languages, embedded differentiation supports all levels of Multilingual Learners and the supports available to students through the program. Administration shared the three-year implementation plan along with considerations for Adoption and Implementation for each year of the plan.

Chair McCullough spoke to the positive feedback she received from pilot participants and made a motion to approve.

Vice Chair Mailman questioned the cost and any add-ons required. Administration noted financial info will be provided to the Finance & Operations Standing Committee as well as the budget office.

Vice Chair Mailman asked if there were any negatives to the program as well as what the background was for the teachers that participated. Administration stated Teachers with varied experience participated in the pilot, but that no Special Education or specific reading specialists participated.

Vice Chair Mailman would like to speak with other MA districts regarding the cultural responsibility of the curriculum. Member Kamara states our demographics require a culturally responsible curriculum, a third option should have been presented, feels the process was rushed, uncertain on the dollar amount, and hesitant to approve without the budget information, not impressed with curriculum. Administration stated a third option was available; principals were to pick two out of three and only one picked the third option. This program will help our students read on grade level. Member Kamara asked what the data shows in terms of goals of the district and results of the pilot program.

Member Kamara made a Motion to hold item

On a roll call of 1-2 (No votes: Chair McCullough, Vice Chair Mailman), the motion was failed.

Member Kamara Made a motion to obtain more info and detailed data from the pilot program.

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

Chair McCullough made a motion to approve curriculum CKLA.

On a roll call of 1-2 (No votes: Member Kamara, Vice Chair Mailman), the motion failed.

On a roll call of 3-0, the motion to adjourn was approved at 5:39 p.m.

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

N. Approval of Grants and other Finance Items  
Administration  
(May 12, 2023)

S.C. MEETING: 5-18-23

ITEM:

To consider approval of the MA STEM High Quality Internship Grant in the amount of \$2,000.00 to provide support to classroom instructors to assist with identifying eligible WPS students for subsidized work experience in STEM Internships.

To consider approval of the UNUM Equitable Pathways Program in the amount of \$6,000.00 to help stock food in the Sullivan Middle School Food Pantry for use throughout the school year to SMS students and families.

To consider approval of a prior year payment in the amount of \$747.45 to Stericycle Shred-it.

PRIOR ACTION:

BACKUP:

Annex A (3 pages) contains the MA STEM grant information  
Annex B (4 pages) contains the UNUM grant information  
Annex C (2 pages) contains the Stericycle prior year invoice

RECOMMENDATION OF MAKER:

Approve.

RECOMMENDATION OF THE ADMINISTRATION:

Approve.

**Name of Grant:** MA STEM High Quality Internship Grant

**Type of Funder:** MA Executive Office of Education

**Awarded Amount:** \$2,000

**Grant Funding Period:** July 1, 2022 through June 30, 2023

**Project Title:** Worcester Public Schools STEM Internship Program

**Program Coordinator:** Emily Lehman

**Purpose:** These funds have been provided to Worcester Public Schools through the MassHire Central Region Workforce Board. Funds provide support to classroom instructors to assist with identifying eligible WPS students for subsidized work experience.

**Description of the program:** Students will take part in paid STEM related internships.

**Program location:** All Worcester Public School District High Schools

**Outcomes and Measures:** Students will have gain real-world skills within STEM occupations.

FYI: Sara Consalvo, WPS Budget Director, is currently covering grants administration pending the hire of our new Director of Grants (Gregg Bares retired in June). I am copying Sara on this email.

Thanks again!

Tim

On Mon, Aug 15, 2022 at 1:06 PM Lamoureux, Kelsey <[lamoureuxk@worcesterschools.net](mailto:lamoureuxk@worcesterschools.net)> wrote:

This is fantastic news! Congratulations to everyone for putting this together! Please let me know if there is anything I can do to help with planning for this project.

I have added the new Director of Innovation Pathways, Emily Lehman, to this email so she can be updated. Today is her first day!

Thank you,

Kelsey Lamoureux

Career and Partnership Specialist

[Innovation Pathways Program](#)

Worcester Public Schools

[LamoureuxK@worcesterschools.net](mailto:LamoureuxK@worcesterschools.net)

(508) 799-1940 ext. 50499

On Mon, Aug 15, 2022 at 11:43 AM Turgeon, Jeffrey <[TurgeonJ@masshirecentral.com](mailto:TurgeonJ@masshirecentral.com)> wrote:

Tim, Jenna...hope you are well. Good news – we've officially been awarded the STEM internship grant (which funded 30 summer YW slots). **In order to set up your contracts I need you to please complete the attached budget.** Tim – WPS is getting \$2,000 to assist with the coordination between this program and WPS student recruitment. Jenna – WCAC is getting \$144,000 to support the 30 summer and 40 year round youth wages/fringe. WCAC is also getting \$30,000 for your program admin (split however you want between staff, supplies, and indirect), so your budget is \$174,000 total.

Please let me know if you have any questions. Thanks!

**Jeffrey T. Turgeon**

Executive Director

Applicant Name: MassHire Central Region Workforce Board  
 Fiscal Year: 2023  
 Program name: STEM Internships

Budget Line Item Category					Amount	
<b>1 ADMINISTRATOR SALARIES:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
	<b># of staff</b>	<b>FTE</b>	<b>MTRS</b>			
MCRWB lead staff		0.00		\$ -	offered in kind	
MCRWB admin/fiscal staff		0.00		\$ -	offered in kind	
				\$ -		
<b>SUB-TOTAL</b>					<b>\$ -</b>	
<b>2 INSTRUCTIONAL/PROF STAFF SALARIES:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
	<b># of staff</b>	<b>FTE</b>	<b>MTRS</b>			
Classroom Teachers	1	0.05		\$ 2,000	Innovation Pathways Career and Partnership Specialist	
				\$ -		
				\$ -		
				\$ -		
				\$ -		
<b>SUB-TOTAL</b>					<b>\$ 2,000</b>	
<b>3 SUPPORT STAFF SALARIES:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
	<b># of staff</b>	<b>FTE</b>	<b>MTRS</b>			
				\$ -		
				\$ -		
<b>SUB-TOTAL</b>					<b>\$ -</b>	
<b>4 INTERN STIPENDS:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
	<b># of interns</b>	<b>Rate</b>	<b>Estimated Hours</b>	<b>MTRS</b>		
					\$ -	
					\$ -	
					\$ -	
<b>SUB-TOTAL</b>					<b>\$ -</b>	
<b>5 FRINGE BENEFITS:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
<b>5-a MTRS</b> (automatically calculates if MTRS box is checked)					\$ -	
<b>5-b Other</b>					\$ -	
Health Insurance					\$ -	
Other Retirement Systems					\$ -	
Federal Insurance Contributions (FICA)					\$ -	
<b>SUB-TOTAL</b>					<b>\$ -</b>	
<b>6 CONTRACTUAL SERVICES:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
		<b>Rate</b>	<b>Rate Type</b>			
					\$ -	
					\$ -	
					\$ -	
<b>SUB-TOTAL</b>					<b>\$ -</b>	
<b>7 SUPPLIES AND MATERIALS:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
					\$ -	
					\$ -	
<b>SUB-TOTAL</b>					<b>\$ -</b>	
<b>8 TRAVEL:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
					\$ -	
					\$ -	
					\$ -	
<b>SUB-TOTAL</b>					<b>\$ -</b>	
<b>9 OTHER COSTS:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
					\$ -	
					\$ -	
					\$ -	
<b>SUB-TOTAL</b>					<b>\$ -</b>	
<b>10 INDIRECT COSTS</b> (use indirect costs calculator) <input type="text" value="enter rate %"/>						<b>COMMENTS</b>
<b>11 EQUIPMENT:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
Items costing \$5,000+ per unit & having a useful life 1+ years					\$ -	
					\$ -	
<b>SUB-TOTAL</b>					<b>\$ -</b>	
<b>TOTAL FUNDS REQUESTED</b>					<b>\$ 2,000</b>	

**Grant Acceptance Form**

**Name of Grant:** UNUM Equitable Pathways Program

**Type of Funder:** Private

**Awarded Amount:** \$6,000.00

**Grant Funding Period:** **Upon approval through 6/30/2024**

**Project title:** Sullivan Middle Food Pantry

**Program coordinator:** Timothy Sippel

**Purpose:** Funds are available to help stock food in the Sullivan Middle Food Panty for use throughout the school year to SMS students and families in need.

**Description of the program:** The SMS Food Pantry provides adequate nutrition resources for families facing food insecurities. Students in need receive backpacks containing a supply of food on a weekly basis. If a student is ever absent on a day food is distributed and the caregiver does not have reliable transportation, SMS makes the appropriate arrangements for delivery to the student's home.

**Program location:** Sullivan Middle School Food Pantry

**Outcomes and Measures:** The food pantry allows SMS to increase equity in an underserved population, especially to those students experiencing food insecurities. We will continue to see an improvement in the general and social-emotional health of our students which, in turn, will increase attendance. This approach is backed by many studies that link nutrition to student academic performance. As a way to assess the attendance data, we will establish baseline measures of average daily attendance for the students utilizing the food pantry and monitor throughout the school year. During the 2022-20223 school year, food has been provided to 25 families in need, and with UNUM's help we are committed to providing these services again for the 2023-2024 school year.



**UNUM Equitable Pathways  
SMS Food Pantry  
Budget Summary**

Expense	Brief Description	Amount
1. Administrator Salaries		
2. Instructional/ Professional Staff Salaries		
3. Support Staff Salaries		
4. Stipends		
5. Fringe Benefits		
6. Contractual Services		
7. Supplies & Materials	To purchase food items and supplies to keep the food pantry adequately stocked through the school year. Most often purchased at Price Chopper.	\$ 6,000.00
8. Travel		
9. Other Costs		
10. Indirect Costs		
<b>Total:</b>		<b>\$ 6,000.00</b>

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**Fwd: [EXTERNAL] Your Application Approved and Awarded - ID: 857327**

1 message

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**Vautour, Robyn** <vautourr@worcesterschools.net>

Thu, Apr 13, 2023 at 11:14 AM

To: "Conley, Shannon" <conleys@worcesterschools.net>, Leah Lambert <lambertl@worcesterschools.net>

----- Forwarded message -----

From: **Unum** <noreply@yourcause.com>

Date: Thu, Apr 13, 2023 at 11:00 AM

Subject: [EXTERNAL] Your Application Approved and Awarded - ID: 857327

To: <vautourr@worcesterschools.net>



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## Application Approved and Awarded

Dear Robyn Vautour,

Your grant application 857327 for the Unum Equitable Pathways program on behalf of SULLIVAN MIDDLE has been approved and awarded.

Thank you for your Equitable Pathways grant application for Sullivan Middle Food Pantry Program.

We have approved this grant at \$6,000. We appreciate your partnership and look forward to working with you in the future.

Unum

Corporate Social Responsibility Manager

Award cash value: \$6,000.00 USD

(Please Note: This is the current total award value and is subject to change.)

Sincerely,

GrantsConnect Support



GrantsConnect || Powered by: Blackbaud || Email Template: GC-50

[65 Fairchild St, Charleston, South Carolina 29492](#)

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Thank you,

Robyn Vautour  
Wraparound Coordinator  
Sullivan Middle School



TAX ID: 36-3640402

Page 1 of 2

Customer No. (Payer)	1000714469
Invoice No	8001896796
Invoice Date	06-30-2022
Due Date	07-30-2022
Balance FWD	\$0.00
Payments	\$0.00
Credits	\$0.00
<b>Total Invoice Charges</b>	<b>\$747.45</b>
<b>Total Account Balance</b>	<b>\$747.45</b>
Payment Terms	Net due in 30 days

Stericycle has updated the Fees for Shred-it customers. For more Information, please visit our 'Fees' Page on shredit.com

NORTH HIGH SCHOOL  
140 HARRINGTON WAY  
WORCESTER, MA 01604  
USA

CURRENT	1-30 DAYS	31-60 DAYS	61-90 DAYS	OVER 90 DAYS	TOTAL ACCOUNT BALANCE
\$747.45	\$0.00	\$0.00	\$0.00	\$0.00	\$747.45

For Billing, Scheduling or Customer service: (800) 697-4733 Hours of Operation: (Mon-Fri) 7 AM to 7 PM Customer-relations@Stericycle.com

Service Date	Customer PO	Proof of Service	Service Description	Qty	Unit of Measure	Unit Price	Surcharges/ Discounts	Subtotal Price
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Invoice Charges

Site#: 1000714469 NORTH HIGH SCHOOL 140 HARRINGTON WAY WORCESTER MA 01604

06-21-2022	confirmed	86636809	SELECT PURGE SERVICE TOTE-LARGE (96G/360L)	3.00	EA			\$550.00
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Recycling Recovery Surcharge	\$32.45
Fuel Surcharge	\$143.00
Environmental Surcharge	\$22.00

PLEASE RETURN THIS PORTION WITH YOUR PAYMENT

CUSTOMER NO	INVOICE DATE	INVOICE NO.	TOTAL INVOICE CHARGE
1000714469	06-30-2022	8001896796	\$747.45
CHECK NO.		AMOUNT ENCLOSED	
		\$	

Be sure to write your customer number on your check

Please log onto MyShredit.com to make an electronic payment

=====ADDRESSEE=====

NORTH HIGH SCHOOL  
140 HARRINGTON WAY  
WORCESTER, MA 01604  
USA

=====REMIT TO=====

Stericycle, Inc.  
28883 Network Place  
Chicago, IL 60673-1288

028883 1000714469 0000008001896796 0000074745 5

STERICYCLE, INC (800) 697-4733

NORTH HIGH SCHOOL

Customer #: 1000714469 Invoice #: 8001896796 Invoice Date: 06-30-2022

Service Date	Customer PO	Proof of Service	Service Description	Qty	Unit of Measure	Unit Price	Surcharges/ Discounts	Subtotal Price
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Invoice Charges

<b>Sub Total</b>	<b>\$550.00</b>
<b>Surcharges/ Discounts</b>	<b>\$197.45</b>
<b>Tax Total</b>	<b>\$0.00</b>
<b>Site Total</b>	<b>\$747.45</b>
<b>Total Invoice Charges</b>	<b>\$747.45</b>

O. General Business  
O'Connell Novick  
(May 10, 2023)

ITEM: gb 3-134  
S.C. MEETING: 5-18-23

ITEM:

To invite the City Clerk to speak to the School Committee regarding the annual civics academy, and to explore further opportunities for coordination on civics education for our students.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

O. General Business  
Administration  
(May 10, 2023)

ITEM: gb 3-135  
S.C. MEETING: 5-18-23

ITEM:

To consider approval of the Job Description for the ParaPro Preparation Instructor.

PRIOR ACTION:

BACKUP:

Annex A (2 pages) contains the ParaPro Job Description.

RECOMMENDATION OF MAKER:

Approve

RECOMMENDATION OF THE ADMINISTRATION:

Approve

From Here, Anywhere....

*Together*



**WORCESTER**  
PUBLIC SCHOOLS

**JOB TITLE:** ParaPro Preparation Instructor

**REPORTS TO:** Director of Innovation

**LOCATION:** On-site at Worcester Public Schools

Worcester Public Schools  
Worcester, Massachusetts

**POSITION PURPOSE:**

The ParaPro Class Instructor is an educational expert whose primary function is to support current and future WPS paraeducators seeking to pass the ParaPro exam. The ParaPro Prep Class Instructor has exceptional interpersonal communication skills and cultural proficiency in all interactions with ParaPro Prep participants. The instructor should have the ability to effectively communicate essential literacy skills, math concepts, and test-taking strategies to young adult learners.

**MINIMUM QUALIFICATIONS:**

*KNOWLEDGE, SKILLS, AND ABILITIES*

- Effectively teach the ParaPro Prep course using a district-provided curriculum.
- Prepare high school seniors to successfully pass the ParaPro Exam.
- Communicate proactively with participants before and after each class.
- Revise and prepare lesson materials.
- Differentiate instruction when needed to give all students access to the curriculum regardless of disability, instructional level, English proficiency, or proficiency with technology.
- Maintain a safe, organized, and supportive learning environment.
- Model and promote positive interactions and promptly address disruptive behaviors.
- Participate in meetings with the reporting supervisor(s) and collaborate with colleagues.
- Data tracking and reporting.

*EDUCATION AND EXPERIENCE:*

*Required:*

- Bachelor's degree or higher.
- Experience teaching in an urban education setting.
- Knowledge of testing-taking techniques.
- Strong computer skills.
- Excellent communication skills, both verbal and written.



**Preferred:**

- Two (2) years or higher of teaching experience either at the high school or college level.
- Experience in teaching study skills and test preparation.
- Bilingual skills (English and foreign languages).
- Data collecting and reporting experience.

**Work Schedule:**

Saturdays 8:00 – 1 pm with up to three hours of class preparation time per week (class preparation time is on a flexible schedule). Class Schedule: Saturdays: 9 am - 12 pm

Pay Rate: \$37.00 per hour; (potential earning approximately \$1,184/month)

Application **Deadline: May 12, 2023**

**Background Check & Requirements:**

- CORI and valid driver's license.
- Must be authorized to work in the United States and in Massachusetts.

**Equal Opportunity Employer**

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, Worcester, MA 01609, 508-799-3020.

ParaPro Test Prep Information: <https://www.ets.org/pdfs/parapro/1755.pdf>