on: Thursday, October 17, 2019  
at:  6:00 p.m. – Executive Session  
   7:00 p.m. – Regular Session  
in: Esther Howland South Chamber, City Hall

ORDER OF BUSINESS

I. CALL TO ORDER

INVOCATION – Reverend Aaron Payson  
The Unitarian Universalist Church of Worcester

PLEDGE OF ALLEGIANCE

NATIONAL ANTHEM

II. ROLL CALL

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

Mr. O’Connell was absent

III. APPROVAL OF RECORDS

aor #9-19 - Clerk  
(October 9, 2019)

To consider approval of the Minutes of the School Committee Meeting of Thursday, October 3, 2019.

aor #9-20 - Clerk  
(October 4, 2019)

To consider approval of the Executive Session Minutes of June 6, 2019 and July 18, 2019.

IV. MOTION FOR RECONSIDERATION - NONE

The Worcester Public Schools is an Equal Opportunity/Affirmative Action Employer/Educational Institution and does not discriminate regardless of race, color, 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.
V. IMMEDIATE ACTION

gb #9-296.1  -  Administration/Administration
(October 4, 2019)

To recognize the following North High School’s art teachers who received the following awards from the Massachusetts Art Education Association:

   Lizzie Fortin  -  Art Educator of the Year, (Coach)
   Callie Mulcahy -  Exceptional New Art Teacher of the Year

gb #9-301.1  -  Administration/Administration
(October 4, 2019)

To recognize Unum for being named as one of the 50 most community-minded companies in the United States.

VI. REPORT OF THE SUPERINTENDENT

ROS #9-13  -  Administration
(October 9, 2019)

DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION
DISTRICT DATA REPORT

**ACTION**

Held for the School Committee on November 7, 2019

Plaque presented

(see notes)
REPORT OF THE SUPERINTENDENT (continued)

ROS #9-3.1 - Administration/Mr. O’Connell/Miss Biancheria/
Mr. Monfredo
(October 8, 2019)

Response of the Administration to the following motions:
- Request that the Administration consider the option of the leasing of Chromebooks and other technology on a multi-year basis and have one dollar purchase option at the conclusion of the lease.
- Request that the Administration provide a report as appropriate, regarding accommodations made for students who are physiologically sensitive to Wi-Fi communications.
- Request that the Administration consider providing fully wired technology in the schools.
- Request that the Administration survey students to determine how many have computers in their homes.
- Request that the Administration provide a report in October 2019 as to the above mentioned motions and other recommendations in connection with the Technology Plan.
- Request that the Administration investigate the feasibility of seeking additional community support for acquisition of Chromebooks and other appropriate technological devices.

VII. COMMUNICATIONS AND PETITIONS - NONE

VIII. REPORT OF THE STANDING COMMITTEE - NONE
To review for informational purposes the Job Description for:

Certification Specialist and Human Resources Office Assistant.

The Superintendent has APPROVED the TRANSFER of the teachers named below, effective August 22, 2019:

Amato, Donna, from Special Education at Worcester East to Special Education/Learning Disabilities Systemwide
Baldwin, Matthew, from Mathematics at North to Mathematics at Burncoat High
Boyle, Daniel, from Social Studies at North to AVID at South
Bracero, Kathleen, from Moderate Special Needs - Alternative Schools at Creamer Center to Moderate Special Needs - Alternative Schools at Creamer Center*
Breen, Katrina, from Special Education/Learning Disabilities Systemwide to Moderate Special Needs/Inclusion at Burncoat Middle
Brennan, Kimberly, from Science at Creamer Center to Science at Creamer Center*
Brewer, John, from Moderate Special Needs/Behavior Management at ACT to Moderate Special Needs/Behavior Management at ACT*
Burke, Daniel, from Moderate Special Needs/Behavior Management at St. Casimir to Moderate Special Needs/Behavior Management at St. Casimir*
Butman, Meaghan, from Special Education at ACT to Special Education at ACT*
Carmody, Maureen, from English as a Second Language at Union Hill to English as a Second Language at City View
Coyle, Karen, from Lead Teacher at ACT to Lead Teacher at ACT*
Crowley, Carol, from English as a Second Language at Elm Park to English as a Second Language at Elm Park
Dame, Eileen, from Focused Instructional Coach at Worcester East to English at North
Degnan, Shawn, from Social Studies at Reach to Social Studies at Reach*
Deneault, Kelly, from School Adjustment Counselor at Creamer Center to School Adjustment Counselor at Creamer Center*
Falcone, Jessica from Special Education at Quinsigamond to Special Education Preschool Life Skills at Roosevelt
Gaffney, Paul, from Science at Creamer Center to Science at Creamer Center*
Gage, Melanie, from English at Challenge to English at Challenge*
### PERSONNEL

<table>
<thead>
<tr>
<th>ACTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>9-40 (continued)</td>
</tr>
<tr>
<td>Galante, Emily, from STEP at Burncoat Elementary to Moderate Special Needs/Inclusion at Burncoat Elementary</td>
</tr>
<tr>
<td>Galicia, Jean Paul, from Spanish at St. Casimir to Spanish at St. Casimir*</td>
</tr>
<tr>
<td>Gilrein, Paul, from Moderate Special Needs/Inclusion at Grafton Street to 4th Prep Enrichment Teacher Systemwide</td>
</tr>
<tr>
<td>Gingras, Melissa, from Intermediate at Midland to Intermediate at Tatnuck Magnet</td>
</tr>
<tr>
<td>Gonzalez, Yamira, from Spanish at Creamer - Evening Program to Spanish at Creamer - Evening Program*</td>
</tr>
<tr>
<td>Greiner, Angela, from Special Education at Burncoat Middle to Special Education at North</td>
</tr>
<tr>
<td>Hakkarainen, Lynn, from School Adjustment Counselor at ACT to School Adjustment Counselor at ACT*</td>
</tr>
<tr>
<td>Hamm-Moylan, Shelley, from English as a Second Language at Clark Street to English Language Learners – Alternative Systemwide – St. Casimir</td>
</tr>
<tr>
<td>Harvey, Janice, from English at Creamer Center to English at Creamer Center*</td>
</tr>
<tr>
<td>Herron, Kimberly, from Moderate Special Needs/Behavior Management at ACT to Moderate Special Needs/Behavior Management at ACT*</td>
</tr>
<tr>
<td>Howse, Christopher, from Moderate Special Needs/Behavior Management at ACT to Moderate Special Needs/Behavior Management at ACT*</td>
</tr>
<tr>
<td>Incutto, Francis, from Moderate Special Needs/Behavior Management at St. Casimir to Moderate Special Needs/Behavior Management at St. Casimir*</td>
</tr>
<tr>
<td>Irizarry-Kline, Elaine, from School Adjustment Counselor Systemwide to School Adjustment Counselor at City View</td>
</tr>
<tr>
<td>Juneau, David, from Special Education at Creamer Center to Special Education at Creamer Center*</td>
</tr>
<tr>
<td>Kasala-Hallinan, Megan, from Special Education ASP at Goddard to Special Education STEP at Burncoat Elementary</td>
</tr>
<tr>
<td>Konda, Silvana, from English as a Second Language at Burncoat High to Biology at Burncoat High</td>
</tr>
<tr>
<td>Krikorian, Kraig, from Moderate Special Needs/Behavior Management at St. Casimir to Moderate Special Needs/Behavior Management at St. Casimir*</td>
</tr>
<tr>
<td>Kydd, Raymond, from Mathematics at Reach to Mathematics at Reach*</td>
</tr>
<tr>
<td>Lester, Booker, from School Adjustment Counselor at St. Casimir to School Adjustment Counselor at St. Casimir*</td>
</tr>
</tbody>
</table>
PERSONNEL

9-40 (continued)

Loftus, Lynn, from Library/Media at Burncoat Middle to Library/Media at North

Luthman, Linda, from Special Education at Burncoat Elementary to Special Education Learning Disabilities Systemwide

Macintire, Samuel, from Science at Worcester East to Physics at Doherty

Marshall, Kimberly, from Art at Woodland to Art Systemwide

Martin, Daniel, from Intermediate at Tatnuck Magnet to Intermediate at Wawecus

McCarthy, David, from Social Studies at Creamer Center to Social Studies at Creamer Center*

McCullock, Brian, from Music at Worcester East to Music at South

McKernan, Courtney, from Guidance at Worcester East to Guidance at Doherty

McKernan, Erin, from Intermediate at Gates Lane to Intermediate at May Street

McNamara, David, from Mathematics at Challenge to Mathematics at Challenge*

Migridichian, Gregg, from Industrial Arts at St. Casimir to Industrial Arts at St. Casimir*

Moriarty, Scott, from Science at Creamer Center to Science at Creamer Center*

Mulcahy, Sean, from Learning Disabilities Systemwide to Moderate Special Needs/Inclusion at Doherty

Navedo, Olga, from School Adjustment Counselor at Reach to School Adjustment Counselor at Reach*

Nemes, Amie, from Art at Doherty to Art at Doherty *

Nicol, John, from Mathematics at Creamer Center to Mathematics at Creamer Center*

Notaro, David, from Mathematics at Creamer Center to Mathematics at Creamer Center*

Nunez, Taylor, from English at Creamer Center to English at Creamer Center*

O'Brien, Melissa, from Social Studies at Creamer Center to Social Studies at Creamer Center*

Olds, James, from English at Creamer - Evening Program to English at Creamer - Evening Program*

O'Neil, Kathryn, from Moderate Special Needs/Behavior Management at St. Casimir to Moderate Special Needs/Behavior Management at St. Casimir*
PERSONNEL

9-40 (continued)

Orcutt, Elizabeth, from Moderate Special Needs/Behavior Management at St. Casimir to Moderate Special Needs/Behavior Management at St. Casimir*
Pandiani, Laura, from Special Education at Roosevelt to Preschool Special Education at Nelson Place
Pappas, Christopher from Industrial Arts at St. Casimir to Industrial Arts at St. Casimir*
Perez, Ina from School Adjustment Counselor at St. Casimir to School Adjustment Counselor at St. Casimir*
Phillips, Carrie, from School Adjustment Counselor at St. Casimir to School Adjustment Counselor at St. Casimir*
Pisegna, James, from Science at Sullivan to Science at Worcester East
Puskas, Carol, from Intermediate at May Street to Intermediate at Nelson Place
Quinn, Ann Marie, from English at Forest Grove to English at Doherty
Recknagel, Amanda, from Intermediate at City View to Intermediate at May Street
Reilly, Ashley, from Intermediate at Tatnuck Magnet to Kindergarten at Tatnuck Magnet
Reyes, Vinicio, from Mathematics at St. Casimir to Mathematics at St. Casimir*
Ritacco, Donna, from School Adjustment Counselor at St. Casimir to School Adjustment Counselor at St. Casimir*
Rodriguez, Stephanie, from Guidance at Sullivan to Guidance at Forest Grove
Saad, Jillian, from Kindergarten at Woodland to Primary at Nelson Place
Savaria, Gretchen, from Primary at Roosevelt to Physical Education Systemwide
Shepard, Katie Lynn, from Department Head Mathematics at Claremont to Mathematics at Forest Grove
Skende, Dhimitri, from Biology at Burncoat High to Innovations Pathways Coordinator at South
Smith, Tammie, from Acting Department Head Special Education at Sullivan to Moderate
Sowkolowski, Margaret, from Library/Media - Alternative Schools at Creamer Center to Library/Media - Alternative Schools at Creamer Center* Special Needs/Inclusion at University Park
Snow, Allyson, from Primary at Midland to Primary at Worcester Arts
Stern, Daniel, from English as a Second Language at North to English as a Second Language at Burncoat High
PERSONNEL

9-40 (continued)

Swan, Renny, from Moderate Special Needs/Behavior Management at ACT to Moderate Special Needs/Behavior Management at ACT*
Szymcik, Alissa, from Music Systemwide to Music at Roosevelt
Tivnan, Maureen, from Primary at Woodland to Intermediate at Nelson Place
Tuccillo, Patricia, from Moderate Special Needs/Inclusion at North to Moderate Special Needs/Inclusion at Worcester East
Walsh, Christine, from English at Creamer Center to English at Creamer Center*
Whelan, Jennifer, from English as a Second Language at Clark Street to English as a Second Language at Rice Square
Witt, Sheila, from Mathematics at Creamer Center to Mathematics at Creamer Center*
Yanovich, Gregory, from Resource Room at North to Moderate Special Needs/Inclusion at Sullivan
Youngblood, Jessica, from Moderate Special Needs/Inclusion at City View to Moderate Special Needs/Inclusion at City View*
Zingarelli, Kathryn, from Intermediate at Goddard to Primary at Jacob Hiatt
Zukowski, Jodi, from Intermediate at Belmont to Intermediate at Lake View

* Employee successfully bid previous assignment

9-41 The Superintendent has APPROVED the APPOINTMENT of the persons named below:


9-41 (continued)

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>School</th>
<th>Degree</th>
<th>Step</th>
<th>Salary (2019)</th>
<th>License Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Avery, Valerie</td>
<td>Teacher, Elementary</td>
<td>West Tatnuck, BA</td>
<td>BA</td>
<td>1</td>
<td>$48,310</td>
<td>Elementary 1-6</td>
</tr>
<tr>
<td>Bagdoian, Heather</td>
<td>Teacher, Social Studies</td>
<td>North, MA</td>
<td>Step 2</td>
<td></td>
<td>$57,286</td>
<td>History 5-12</td>
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<tr>
<td>Bailey, Renee</td>
<td>Teacher, Social Studies</td>
<td>South, MA</td>
<td>Step 8</td>
<td></td>
<td>$77,489</td>
<td>History 8-12</td>
</tr>
<tr>
<td>Battle, Barbara</td>
<td>Teacher, Foreign Language</td>
<td>Claremont Academy, BA</td>
<td>Step 8</td>
<td></td>
<td>$71,150</td>
<td>Foreign Language - [Spanish] 5-12</td>
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<tr>
<td>Beamish, Gabriella</td>
<td>Teacher, English</td>
<td>Forest Grove, BA</td>
<td>Step 1</td>
<td></td>
<td>$48,310</td>
<td>English 5-12</td>
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<tr>
<td>Belau, Una</td>
<td>Teacher, Elementary</td>
<td>Vernon Hill, CAGS/2M</td>
<td>Step 3</td>
<td></td>
<td>$66,579</td>
<td>Elementary 1-6</td>
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<tr>
<td>Benker, Jonathan</td>
<td>Teacher, Elementary</td>
<td>Flagg Street, BA</td>
<td>Step 1</td>
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<td>$48,310</td>
<td>Elementary 1-6</td>
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<td>Benoit, Ivy</td>
<td>Teacher, English</td>
<td>Sullivan, BA</td>
<td>Step 2</td>
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<td>$50,945</td>
<td>English 5-12</td>
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<tr>
<td>Bento, Laurie</td>
<td>Teacher, Special Education</td>
<td>Systemwide, MA</td>
<td>Step 7</td>
<td></td>
<td>$71,648</td>
<td>Moderate Disabilities Prek-8</td>
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<tr>
<td>Bersin, Jacob</td>
<td>Teacher, Physical Education</td>
<td>Forest Grove, MA</td>
<td>Step 8</td>
<td></td>
<td>$77,489</td>
<td>Physical Education 5-12</td>
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<td>Bordenca, Leanne</td>
<td>Teacher, Elementary</td>
<td>Quinsigamond, BA</td>
<td>Step 4</td>
<td></td>
<td>$57,393</td>
<td>Elementary 1-6</td>
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<tr>
<td>Bowes, William</td>
<td>Teacher, Elementary</td>
<td>Tatnuck Magnet, BA</td>
<td>Step 1</td>
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<td>$48,310</td>
<td>Elementary 1-6</td>
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<tr>
<td>Boyle, Jason</td>
<td>Behavior Specialist</td>
<td>Special Education, Forest Grove, MA</td>
<td>Step 7</td>
<td>$71,648</td>
<td>School Social Worker/School Adjustment Counselor - all Levels</td>
<td></td>
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<tr>
<td>Braun, Amy</td>
<td>Teacher, English as a Second Language</td>
<td>Flagg Street, MA</td>
<td>Step 1</td>
<td>$54,650</td>
<td>English as a Second Language Prek-6</td>
<td></td>
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<tr>
<td>Brewer, Dorothea</td>
<td>Teacher, Special Education</td>
<td>Doherty, BA+15</td>
<td>Step 8</td>
<td></td>
<td>$73,611</td>
<td>Moderate Disabilities 5-12</td>
</tr>
<tr>
<td>Brien, Jonathan</td>
<td>Teacher, English</td>
<td>Claremont, MA</td>
<td>Step 4</td>
<td></td>
<td>$63,731</td>
<td>English 8-12</td>
</tr>
<tr>
<td>Brodeur, Jacklyn</td>
<td>Teacher, Guidance</td>
<td>Burncoat High, MA</td>
<td>Step 4</td>
<td></td>
<td>$63,731</td>
<td>Guidance – all levels</td>
</tr>
<tr>
<td>Bucher, Laura</td>
<td>Teacher, Music</td>
<td>Woodland Academy, BA</td>
<td>Step 1</td>
<td></td>
<td>$48,310</td>
<td>Music – all levels</td>
</tr>
</tbody>
</table>
PERSONNEL

9-41 (continued)


Carder, Katherine, Teacher, ESL, Quinsigamond, MA, Step 6, $69,008 effective August 22, 2019. Licensed: English as a Second Language PreK-6.


Caron, Tracy, Teacher, Special Education, Vernon Hill, MA+30, Step 8, $80,861 effective August 22, 2019. Licensed: Speech Language and Hearing Disorders All Levels.


Charbonneau, Monica, Teacher, Elementary, Woodland Academy, BA, Step 1, $48,310 effective August 22, 2019. Licensed: Elementary 1-6.


Chuk, Lauren, Assistant Principal, Administration, Lincoln Street, CAGS/2M, Step 9, $88,040 effective August 22, 2019. Licensed: Principal/Asst. Principal Prek-6.

Conerly, Alkeia, Teacher, ESL, Clark Street, BA+15, Step 8, $73,611 effective August 22, 2019. Licensed: English as a Second Language PreK-6.

Connell, Sarah, Teacher, Library Media, Burncoat Middle, CAGS/2M Step 8, $82,974 effective August 22, 2019. Licensed: Library Media all levels.


Cruz, Elena, Teacher, ESL, Jacob Hiatt, MA Step 4, $63,731 effective August 22, 2019. Licensed: English as a Second Language PreK-6.


Daley, Kathleen, Teacher, Elementary, Clark Street, MA+15 Step 6, $70,421 effective August 22, 2019. Licensed: Elementary 1-6.


Doyle, Maura, Teacher, Special Education, North, MA +30, Step 8, $80,861, effective August 22, 2019. Licensed: Special Needs 5-12.

PERSONNEL

9-41 (continued)


Feeney, Julie, Teacher, Foreign Language, Burncoat Middle, CAGS/2M, Step 8, $82,974 effective August 22, 2019. Licensed: Foreign Language - [Spanish] 5-12.


Gomes, Mariah, Teacher, Elementary, City View, BA, Step 1, $48,310 effective August 22, 2019. Licensed: Elementary 1-6.
PERSONNEL

9-41 (continued)


Gunning, Deirdre, Teacher, Elementary, McGrath, BA, Step 1, $48,310 effective August 22, 2019. Licensed: Elementary 1-6.

Hall, Mystique, Teacher, Elementary, Goddard, BA, Step 1, $48,310 effective August 22, 2019. Licensed: Elementary 1-6.


Head, Jacqueline, Teacher, Dance, Burncoat Middle, MA, Step 8, $77,489 effective August 22, 2019. Licensed: Dance – all levels.


Hester, Kaitlyn, Teacher, Elementary, Clark Street, BA, Step 1, $48,310 effective August 22, 2019. Licensed: Elementary 1-6.

Hodge, Antoine, Teacher, Elementary, Clark Street, BA, Step 5, $60,033 effective August 22, 2019. Licensed: Elementary 1-6.


Horak, Ashley, Teacher, ESL, Heard Street, BA, Step 1, $48,310 effective August 22, 2019. Waiver: English as a Second Language Prek-6.
PERSONNEL

9-41 (continued)


Hunter-Richardi, Jade, Teacher, Special Education-BCBA, Systemwide, MA, Step 8, $77,489 effective August 22, 2019. BCBA Certification.


PERSONNEL

9-41 (continued)

Kelley, Bridget, Teacher, Psychologist, Systemwide, CAGS/2M, Step 1, $60,132 effective August 22, 2019. Licensed: School Psychologist - all levels.


King, Bridget, Teacher, School Adj Counselor, Systemwide, MA, Step 3, $62,503 effective August 22, 2019. Licensed: School Adjustment Counselor - all levels.


Lefebvre, Christina, Teacher, Special Education, Nelson Place, BA+15, Step 1, $50,772 effective August 22, 2019. Licensed: Moderate Disabilities PreK-6.


Lobato, Pedro Gomes, Teacher, Music, North, BA, Step 1, $48,310 effective August 22, 2019. Licensed: Music – all levels.


Maesto, Samantha, Teacher, Psychologist, Systemwide, CAGS/2M, Step 1, $60,132 effective August 22, 2019. Licensed: School Psychologist -all levels.
9-41 (continued)

Marien, Lauren, Assistant Principal, Administration, Quinsigamond, CAGS/2M Step 8, $82,974 effective August 22, 2019. Licensed: Principal/Assistant Principal PreK-6.


Markham, Lauren, Teacher, Elementary, Norrback, BA, Step 1, $48,310 effective August 22, 2019. Licensed: Elementary 1-6.


Marquis, Ashley, Teacher, Elementary, Quinsigamond, BA, Step 1, $48,310 effective August 22, 2019. Licensed: Elementary 1-6.


McCormack, Cameron, Teacher, Elementary, Nelson Place, BA, Step 1, $48,310 effective August 22, 2019. Licensed: Elementary 1-6.


Meacham, Allyson, Teacher, Music, South, MA, Step 1, $54,650 effective August 22, 2019. Licensed: Music – all levels.


Mirsky, Ashlea, Teacher, Elementary, Clark Street, BA, Step 1, $48,310 effective August 22, 2019. Licensed: Elementary 1-6.


Mulcahy, Scott, Assistant Principal, Administration, Nelson Place, CAGS/2M, Step 8, $82,974 effective August 22, 2019. Licensed: Principal/Assistant Principal PreK-6.


Murphy, David, Teacher, Mathematics, North, BA, Step 3 $54,756, effective August 22, 2019. Waiver: Mathematics 5-12.

Murphy, Francis, Teacher, ESL, North, BA+15, Step 1, $50,772 effective August 22, 2019. Licensed: English as a Second Language 5-12.


Nugent, Shannon, Teacher, Music, Systemwide, MA, Step 1, $54,650, effective August 22, 2019. Licensed: Music all levels.


O'Leary, Jennifer, Teacher, Special Education, South, MA+15, Step 7, $73,602, effective August 22, 2019. Licensed: Moderate Disabilities 5-12.

O'Malley, Brendan, Teacher, Social Studies, University Park, DOC, Step 1, $66,470 effective August 22, 2019. Licensed: History 5-12.


O'Rourke, Megan, Teacher, School Adj. Counselor, Systemwide, MA Step 6, $69,008 effective August 22, 2019. Licensed: School Social Worker/School Adjustment Counselor - all levels.
<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>School or District</th>
<th>Degree</th>
<th>Step</th>
<th>Salary (effective August 22, 2019)</th>
<th>License</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pallotta, Angela</td>
<td>Teacher, Special Education</td>
<td>Roosevelt, BA</td>
<td>Step 2</td>
<td></td>
<td>$50,945</td>
<td>Waiver: Moderate Disabilities PreK-6.</td>
</tr>
<tr>
<td>Parker, Kelly</td>
<td>Teacher, Mathematics</td>
<td>New Citizens – Secondary</td>
<td>BA</td>
<td>Step 1</td>
<td>$48,310</td>
<td>Licensed: Mathematics 5-12.</td>
</tr>
<tr>
<td>Parsons, Jessica</td>
<td>Teacher, Music</td>
<td>Worcester East, BA+15</td>
<td>Step 9</td>
<td></td>
<td>$78,155</td>
<td>Licensed: Music – all levels.</td>
</tr>
<tr>
<td>Peralta, Madison</td>
<td>Teacher, Elementary</td>
<td>Norrback, BA</td>
<td>Step 1</td>
<td></td>
<td>$48,310</td>
<td>Licensed: Elementary 1-6.</td>
</tr>
<tr>
<td>Perceval, Gabriel</td>
<td>Teacher, English</td>
<td>Worcester East, BA</td>
<td>Step 7</td>
<td></td>
<td>$65,132</td>
<td>Licensed: English 5-8.</td>
</tr>
<tr>
<td>Peters, Mark</td>
<td>Teacher, Health</td>
<td>Worcester East, BA+15</td>
<td>Step 8</td>
<td></td>
<td>$73,611</td>
<td>Licensed: Health Education 5-12.</td>
</tr>
<tr>
<td>Poske, Jaimie</td>
<td>Teacher, Elementary</td>
<td>Goddard, BA</td>
<td>Step 1</td>
<td></td>
<td>$48,310</td>
<td>Licensed: Elementary 1-6.</td>
</tr>
<tr>
<td>Postale, Briana</td>
<td>Teacher, Elementary</td>
<td>Elm Park, BA</td>
<td>Step 1</td>
<td></td>
<td>$48,310</td>
<td>Licensed: Elementary 1-6.</td>
</tr>
<tr>
<td>Price, Madison</td>
<td>Teacher, Elementary</td>
<td>Midland, BA</td>
<td>Step 1</td>
<td></td>
<td>$48,310</td>
<td>Licensed: Elementary 1-6.</td>
</tr>
<tr>
<td>Proulx, Alexander</td>
<td>Teacher, Science</td>
<td>Doherty, BA</td>
<td>Step 1</td>
<td></td>
<td>$48,310</td>
<td>Licensed: Biology 8-12.</td>
</tr>
<tr>
<td>Quinn, Michael</td>
<td>Teacher, Special Education</td>
<td>ACT, MA</td>
<td>Step 9</td>
<td></td>
<td>$82,321</td>
<td>Licensed: Moderate Disabilities PreK-8.</td>
</tr>
<tr>
<td>Quinn, Thomas</td>
<td>Teacher, Guidance</td>
<td>Worcester Tech, MA</td>
<td>Step 4</td>
<td></td>
<td>$63,731</td>
<td>Licensed: School Guidance Counselor 5-12.</td>
</tr>
<tr>
<td>Ramirez, Lucy</td>
<td>Teacher, Guidance</td>
<td>University Park, MA</td>
<td>Step 1</td>
<td></td>
<td>$54,650</td>
<td>Licensed: School Guidance Counselor 5-12.</td>
</tr>
<tr>
<td>Ramirez, Jorge</td>
<td>Teacher, Foreign Language</td>
<td>North, BA</td>
<td>Step 3</td>
<td></td>
<td>$54,756</td>
<td>Licensed: Foreign Language - [Spanish] 5-12.</td>
</tr>
<tr>
<td>Reddad, Kelly</td>
<td>Teacher, ESL</td>
<td>North, BA</td>
<td>Step 8</td>
<td></td>
<td>$71,150</td>
<td>Licensed: English as a Second Language 5-12.</td>
</tr>
<tr>
<td>Richard, Jessica</td>
<td>Teacher, Psychologist</td>
<td>Systemwide, CAGS/2M</td>
<td>Step 1</td>
<td></td>
<td>$60,132</td>
<td>Licensed: School Psychologist all levels.</td>
</tr>
</tbody>
</table>
PERSONNEL

9-41 (continued)


Sarmiento, Carlos, Teacher, School Adj. Counselor, Systemwide, MA, Step 1, $54,650 effective August 22, 2019. Licensed: School Adjustment Counselor all levels.


Sloan, Elizabeth, Teacher, Special Education-BCBA, Systemwide, MA, Step 8, $77,489 effective August 22, 2019. BCBA Certification.


PERSONNEL

9-41 (continued)


Tornquist, Emily, Teacher, English, South, MA, Step 2, $57,286 effective August 22, 2019. Licensed: English 5-12.

Torres, Rosa, Teacher, English, University Park, BA+15, Step 1, $50,772 effective August 22, 2019. Licensed: English 5-12.


Tran, Thao, Teacher, ESL- FIC, Fanning Building, DOC, Step 8, $89,312 effective August 22, 2019. Licensed: English as a Second Language Prek-6.


Trinidad, Elizabeth, Teacher, Special Education, St. Casimir, BA, Step 8, $71,150 effective August 22, 2019. Waiver: Moderate Disabilities 5-12.

Trueeman, Hannah, Teacher, English, Sullivan, BA, Step 1, $48,310 effective August 22, 2019. Licensed: English 5-12.


Warren, Mary, Teacher, Library Media, Claremont, MA, Step 1, $54,650 effective August 22, 2019. Waiver Library Media - all levels.


PERSONNEL

9-41 (continued)


9-42 The Superintendent has ACCEPTED the RESIGNATION of the persons named below:

Auger, Andrea, Teacher, Special Education, Roosevelt, effective September 27, 2019.

Barbato, Emily, Teacher, Special Education, Worcester East Middle, effective August 21, 2019.

Bertoni, William, Teacher, Physical Education, Roosevelt, effective September 6, 2019.


Farrell, Susan, Administration, Assistant Director - Special Education, Durkin Administration, effective June 30, 2019.

Guertin, Christina, Elementary, Assistant Principal, Chandler Magnet, effective June 28, 2019.

Hoey, Ann, Teacher, Elementary, Vernon Hill, effective August 21, 2019

Kyriazis, Hristos, Teacher, Special Education, North, effective October 4, 2019

Laliberte, Matthew, Teacher, Physical Education, North, effective October 4, 2019

Leet, Ana, School Adjustment Counselor, Systemwide, effective August 7, 2019

Mantyla, Emily, Special Education Chairperson, Durkin Administration, effective August 16, 2019

Mocerino, Emily, Teacher, Special Education, Burncoat High, effective September 9, 2019.
PERSONNEL

9-42 (continued)

O’Connor, Molly, Teacher, Elementary, Lincoln Street, effective September 20, 2019.
Rose, Amanda, Teacher, Special Education, Sullivan, effective August 9, 2019.
Storey, Samantha, Teacher, Special Education, Norrback, effective August 21, 2019.
Whiting, Erin, Teacher, Special Education, Systemwide, effective August 9, 2019.
Wickson, Christopher, Teacher, Business Education, Doherty, effective August 29, 2019.
Zarou, Jenna, Teacher, Elementary, Goddard, effective August 21, 2019.

9-43 The Superintendent has ACCEPTED the RETIREMENT of the persons named below:

Cardin, Jayne, Teacher, Elementary, Rice Square, effective October 2, 2019.
Dawkins, Rose, Administration, Elementary Principal - 42 Week, Worcester East Middle, effective June 28, 2019.
DelSignore, Cheryl, Administration, Human Resource Coordinator, Durkin Administration, effective September 30, 2019.
Gibb-Severin, Paula, Administration, Elementary Principal - 52 Week, McGrath, effective June 28, 2019.
Henningson, Patricia, Administration, Elementary Assistant Principal, Flagg Street, effective June 30, 2019.
Hodgkins, Susan, Testing Director, Durkin Administration, effective September 30, 2019.
Jenness, Rosemarie, Teacher, ESL, Wawecus, effective August 21, 2019.
Johnson, Kathleen, Teacher, Special Education, Systemwide, effective September 9, 2019.
O’Connor, Valerie Teacher, Elementary, Gates Lane, effective October 6, 2019.
Munoz, George, Administration, Secondary-Principal Assistant, Sullivan Middle School, effective August 21, 2019.
Ricardi, Gregory, Teacher, Industrial Arts, South, effective August 4, 2019.
Robertson, Josephine, Secondary Principal - 52 Week, Sullivan Middle School, effective June 30, 2019.
Scanlon, James, Teacher, Social Studies, Worcester Technical, effective October 1, 2019.
Wilson, Michele, Administration, Principal - 42 Week, Midland, effective July 10, 2019.
Worthley, Clifford, Department Head, Vocational Education, Worcester Technical, effective September 13, 2019.

The Superintendent has provisionally APPOINTED the person named below to the position of Word Processor, permanent/fulltime at a salary of $20.31 (minimum) to $24.52 per hour (maximum) effective as shown:

- Piskator, Kelly 10/2/19
- Rodriguez, Maura 9/23/19

The Superintendent has provisionally APPOINTED the person named below to the position of 52 week Word Processor, permanent/fulltime at a salary of $19.02 (minimum) to $23.52 per hour (maximum) effective as shown:

- Monserrate, Michelle 9/3/19

The Superintendent has APPOINTED the persons named below to the position of Driver Full Size School Bus, permanent/fulltime at a salary of $22.66 per hour, from Civil Service List #319-055, effective as follows:

- Loja, Blanca 10/9/19

The Superintendent has provisionally APPOINTED the persons named below to the position of Junior Custodian, permanent/fulltime at a salary of $16.54 (minimum) to $21.05 (maximum), per hour, effective as shown:

- Smith, John 10/7/19
X. GENERAL BUSINESS

**gb #8-45.1** - Administration/Mr. O’Connell  
(October 8, 2019)

Response of the Administration to the request to provide a report at the conclusion of the 2018-19 school year on the success of the reading programs based on the use of the new textbooks and materials.

**gb #9-10.1** - Administration/Mr. O’Connell  
(October 8, 2019)

Response of the Administration to the request to provide a copy to the School Committee of the Special Education Cluster Grant’s corrective action plan.

**gb #9-129.1** - Administration/Miss Biancheria/Mr. Monfredo/  
Mr. O’Connell  
(October 8, 2019)

Response of the Administration to the request to provide a report to include the dates, times and sites of the community spring cleanups during the months of April and May.

**gb #9-166.1** - Administration/Mayor Petty/Miss Biancheria/  
Mr. Comparetto/Mr. Foley/Miss McCullough/  
Mr. Monfredo/Mr. O’Connell  
(October 8, 2019)

Response of the Administration to the request to report on school funding of community nonprofits such as African Community Education, the Latino Education Institute and the South East Asian Coalition.

**gb #9-195.5** - Administration/Mr. O’Connell  
(September 25, 2019)

Response of the Administration to the following motion from the FY20 Budget:

**500-91116 – Athletic Coach Salaries**
Request that the Administration provide a report on the current stipends provided to athletic coaches.  
Mr. O’Connell
X. GENERAL BUSINESS

**gb #9-227.2** - Administration/Mr. Monfredo  
(October 8, 2019)

Response of the Administration to the request to provide a report on the system’s plan to teach cursive writing in Grades 2-5.

**gb #9-255.1** - Administration/Mr. O’Connell/Miss Biancheria/  
Mr. Monfredo  
(October 8, 2019)

Response of the Administration to the request to consider installation of vertical banners in the vicinity of schools, highlighting the colors and iconic symbols of the schools, funded where feasible by donations of the schools’ corporate partners and supportive businesses and citizens.

**gb #9-265.1** - Administration/Miss McCullough/Miss Biancheria/  
Mr. Foley/Mr. Monfredo/Mr. O’Connell  
(September 25, 2019)

Response of the Administration to the request to provide a report to include the activities that took place and the number of students who participated in the Jump Start programs at the secondary schools in August 2019.

**gb #9-285.2** - Administration/Mr. O’Connell  
(October 9, 2019)

Response of the Administration to the request to provide a report indicating the dates of the fire drills at each school.

**gb #9-325** - Administration  
(October 4, 2019)

To consider approval of the MASC Policy JBB – Educational Equity to be included in the Policy Manual.

**gb #9-326** - Administration  
(October 4, 2019)

To consider filing the list of outstanding General Business items or motions.
To consider answers to some of the fourteen Action Steps made by Mayor Petty:

- 3. Incorporate comprehensive training practices focused on understanding cultural differences, unconscious bias, understanding racial disparities, and trauma informed care for all staff. Included in this training is MGL c222 for all staff including School Committee.

- 4. Review of the state's school discipline statute, MGL c222, to ensure the city is in complete compliance with the law and make any necessary changes to our policies and procedures.

- 11. Hiring a Chief Diversity Officer who shall report to the Superintendent and who shall work collaboratively with the Department of Human Resources of the Worcester Public Schools.

To set a date to recognize Cheryl DelSignore, former Staffing/Mentoring Coordinator, for her 28 years of dedication to the Worcester Public Schools.

To approve a prior fiscal year payment in the amount of $4,659.53 to Stetson School Inc. for services rendered from June 1, 2019 through June 30, 2019.
GENERAL BUSINESS (continued)

gb #9-330  -  Administration  
(October 9, 2019)

To approve a prior fiscal year payment in the amount of $84,985.56 to The Learning Center for the Deaf for services rendered from July 2018 to June 2019.

gb #9-331  -  Administration  
(October 9, 2019)

To consider approval of the following donations:

- $300.00 to the George and Marie Maloney Scholarship Fund from various donors
- $10,000 to Rice Square Elementary School for the Seena Levy Reading Fund from Steven & Andrew Levy in memory of their mother, Seena, former 2nd grade reading teacher at Rice Square Elementary School. The donation is intended for the purchase of books for the Rice Square library.
- $320.00 to Worcester Technical High School from the Greater Worcester Community Foundation/Thurston E. Solomon & Everett J. Morter Memorial Fund designated for the Skills USA Program.
- $560.00 to Worcester Technical High School from the Greater Worcester Community Foundation/Saul A. Seder Fund designated for participation in the Skills USA.
- $40.55 to the Worcester Public Schools from a donor

gb #9-332  -  Mr. Monfredo/Miss Biancheria  
(October 9, 2019)

Request that the Administration investigate ways to market the accomplishments of the Worcester Public Schools by more media press releases and by encouraging schools to forward outstanding events taking place at their schools to the media.

gb #9-333  -  Mr. Comparetto/Mr. Monfredo  
(October 9, 2019)

Request that the Administration provide a report on the wraparound services in the Worcester Public Schools.
GENERAL BUSINESS (continued)

**gb #9-334** - Mr. Comparetto/Mr. Monfredo  
(October 9, 2019)

Request that the Administration provide a report on school health clinics to include the current number of schools and the kind of services that are available to students.

**gb #9-335** - Mr. Comparetto/Mr. Monfredo  
(October 9, 2019)

Request that the Administration provide a report on Family Resource Centers to include the current number and the kind of services that are available to students.

**gb #9-336** - Mr. Comparetto  
(October 9, 2019)

Request that the Administration create a homeless liaison position within the district.

**gb #9-337** - Mr. Comparetto  
(October 9, 2019)

Request that the Administration hire wraparound coordinators for all schools.

**gb #9-338** - Mr. Comparetto  
(October 9, 2019)

Request that the Administration collaborate with Worcester State University and Boston University to create a City Connects Program for the Worcester Public Schools.

**gb #9-339** - Mr. Comparetto  
(October 9, 2019)

Request that the Administration work with the community to create quarterly public policy forums on homelessness to be held within the next month or two.
GENERAL BUSINESS (continued)

**gb #9-340** - Administration
(October 9, 2019)

Request that the School Committee APPROVE the APPOINTMENT of the following provisional civil service employees as School Nurse effective as shown:

- Ashey, Damaris, Systemwide, Masters, Step 1, $54,650, effective August 26, 2019. License Pending: School Nurse All Levels

- Crisostomo, Kayla, Systemwide, Bachelors, Step 1, $48,310, effective August 26, 2019. License Pending: School Nurse All Levels

- Donahue, Kelly, Systemwide, Bachelors, Step 5, $60,034, effective August 22, 2019. Licensed: School Nurse All Levels

- McCullough, Wendy, Systemwide, Bachelors, Step 1, $48,310, effective August 22, 2019. License Pending: School Nurse All Levels

- Neale, Jessica, Systemwide, Bachelors, Step 1, $48,310, effective August 22, 2019. License Pending: School Nurse All Levels

- Zhang, Lixia, Systemwide, Bachelors, Step 3, $54,757, effective September 19, 2019. Licensed: School Nurse All Levels

**gb #9-341** - Miss Biancheria/Mr. Monfredo
(October 9, 2019)

Request that the Administration explore areas within the City for possible purchase or rental for staff and visitor parking at Worcester public school sites.

**gb #9-342** - Miss Biancheria/Mr. Monfredo
(October 9, 2019)

Request that the Administration consider collaborating with the City to determine how to bring awareness of sex trafficking and the precautionary measures necessary for safety.
GENERAL BUSINESS (continued)

gb #9-343 - Miss Biancheria/Mr. Monfredo
(October 9, 2019)

Request that the Administration provide a report on the collaboration between the unions and the Worcester Public Schools in the formulation and execution of various articulation agreements that lead to the awarding of certificates to the students at Worcester Technical High School.

gb #9-344 - Miss Biancheria/Mr. Monfredo
(October 9, 2019)

Request that the Administration provide a report to contain the after school and evening courses offered at Worcester Technical High School.

XI. EXECUTIVE SESSION

gb #9-345 - Administration
(October 9, 2019)

To discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares – Worcester School Committee v. International Union of Public Employees, Tradesmen, Local – 135 and International Union of Public Employees, Plumbers and Steamfitters, Local – 125, Worcester Superior Court Civil Action No. 1885CV01520.

XII. ADJOURNMENT

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

It was moved to recess to Executive Session to discuss the following items:

To discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares – Worcester School Committee v. International Union of Public Employees, Tradesmen, Local – 135 and International Union of Public Employees, Plumbers and Steamfitters, Local – 125, Worcester Superior Court Civil Action No. 1885CV01520

There were present at the Call to Order:

Mr. Foley, Miss McCullough and Mr. Monfredo and Mayor Petty

There were absent: Miss Biancheria, Mr. Comparetto and Mr. O’Connell

Miss Biancheria arrived at 6:50 p.m.

The School Committee recessed to Executive Session from 6:45 p.m. to 7:00 p.m.

The School Committee reconvened in Open Session at 7:05 p.m.

There were present at the second Call to Order:

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

There was absent: Mr. O’Connell

REPORT OF THE SUPERINTENDENT

ROS #9-13

Mr. Robert Curtin, Associate Commissioner, Data and Accountability, Massachusetts Department of Elementary and Secondary Education presented a Data Snapshot for the Worcester Public Schools.
Commissioner Curtin highlighted that the data was most recently made available to the public as follows:

**Data sources**

**Data are most recently available to the public**

- MCAS and accountability data were released publicly on September 24th. Districts had preview of data in early September.
- Student attendance data is from taken from the end-of-year SIMS collection and was certified by the Superintendent on July 3, 2019.
- Student discipline data is from taken from the School Safety and Discipline Report (SSDR) and was certified by the Superintendent on July 19, 2019.
SLIDE 3

Highlights from Commissioner Curtin

1. The performance level in the past were proficient or advanced, warning or failing and are now exceeding expectations, meeting expectations, partially meeting expectations and not meeting expectations.

2. The ELA scaled score per year was a meaningful difference in terms of improvement.

3. The math scores were more neutral over 3 years.
SLIDE 4

How do Worcester results compare to other urban districts?

<table>
<thead>
<tr>
<th>Grades 3-8</th>
<th>2019 WPS Average ELA Scaled Score</th>
<th>2019 USN Average ELA Scaled Score</th>
<th>Difference WPS - USN</th>
<th>2019 WPS Average Math Scaled Score</th>
<th>2019 USN Average Math Scaled Score</th>
<th>Difference WPS-USN</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Students</td>
<td>492.7</td>
<td>492.2</td>
<td>0.5</td>
<td>488.7</td>
<td>490.7</td>
<td>-2.0</td>
</tr>
<tr>
<td>Asian</td>
<td>503.3</td>
<td>504.8</td>
<td>-1.5</td>
<td>503.8</td>
<td>507.0</td>
<td>-3.2</td>
</tr>
<tr>
<td>African American</td>
<td>491.5</td>
<td>487.9</td>
<td>3.6</td>
<td>486.9</td>
<td>484.6</td>
<td>2.3</td>
</tr>
<tr>
<td>Hispanic</td>
<td>486.3</td>
<td>488.0</td>
<td>-1.7</td>
<td>482.1</td>
<td>485.8</td>
<td>-3.7</td>
</tr>
<tr>
<td>White</td>
<td>499.2</td>
<td>499.6</td>
<td>-0.4</td>
<td>495.2</td>
<td>497.3</td>
<td>-2.1</td>
</tr>
</tbody>
</table>

Highlights from Commissioner Curtin

1. The Urban Superintendent Network (USN) consists of the 25 largest districts.

2. The news is quite positive for African American students compared to the urban districts.

3. Math does not compare well to urban districts.
Highlights from Commissioner Curtin

ELA and Math are meeting or exceeding expectations.

The overall improvement is not high but is moving in the right direction.
Highlights from Commissioner Curtin

1. Grade 3 ELA has increased by 6% over the last 3 years but there has been no movement in grade 7.

2. In grade 6, math the percentage has doubled in the last 3 years.
Highlights from Commissioner Curtin

1. The gap has widened in ELA because the top group has done exceptionally well.

2. The gap has widened in math because the Asian group has done well and the Hispanic group has stayed the same.
Highlights from Commissioner Curtin

1. This is the first year of the Science test and, for that reason, there is not a lot of historical data.

2. There is certainly room for improvement, especially in Grade 8 where 1 in 4 students are not meeting expectations.
NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)

SLIDE 9

First year of the Grade 10 Next-Generation MCAS – ELA and Math

<table>
<thead>
<tr>
<th>Grade 10</th>
<th>2019 WPS Average ELA Scaled Score</th>
<th>2019 USN Average ELA Scaled Score</th>
<th>Difference WPS - USN</th>
<th>2019 WPS Average Math Scaled Score</th>
<th>2019 USN Average Math Scaled Score</th>
<th>Difference WPS-USN</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Students</td>
<td>495.4</td>
<td>495.4</td>
<td>0.0</td>
<td>493.4</td>
<td>494.7</td>
<td>-1.3</td>
</tr>
<tr>
<td>Asian</td>
<td>505.2</td>
<td>508.7</td>
<td>-3.5</td>
<td>508.6</td>
<td>514.0</td>
<td>-5.4</td>
</tr>
<tr>
<td>African American</td>
<td>493.0</td>
<td>489.8</td>
<td>3.2</td>
<td>489.5</td>
<td>488.6</td>
<td>0.9</td>
</tr>
<tr>
<td>Hispanic</td>
<td>488.6</td>
<td>487.9</td>
<td>0.7</td>
<td>486.6</td>
<td>487.3</td>
<td>0.7</td>
</tr>
<tr>
<td>White</td>
<td>504.0</td>
<td>504.9</td>
<td>-0.9</td>
<td>501.4</td>
<td>502.7</td>
<td>-1.3</td>
</tr>
</tbody>
</table>

Highlights from Commissioner Curtin

1. The ELA results are right on par with other urban districts and the Math results are slightly lower.

2. The African American results in ELA exceeded all other urban districts.

3. All other groups were within the range of the Urban Superintendents’ Network (USN) scaled scores.
Highlights from Commissioner Curtin

1. Across the board, the growth numbers for 2019 for the WPS are on the lower side of typical or the low growth category.
Highlights from Commissioner Curtin

1. There is a lot more low growth across the board in subgroups compared to their academic peers across the Commonwealth.
SLIDE 12

Massachusetts’ accountability indicators – non-high schools

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Measure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Achievement</td>
<td>- English language arts (ELA) average scaled score</td>
</tr>
<tr>
<td></td>
<td>- Math average scaled score</td>
</tr>
<tr>
<td></td>
<td>- Science Composite Performance Index (CPI)</td>
</tr>
<tr>
<td>Student Growth</td>
<td>- ELA mean student growth percentile (SGP)</td>
</tr>
<tr>
<td></td>
<td>- Math mean SGP</td>
</tr>
<tr>
<td>English Language Proficiency</td>
<td>- Progress made by students towards attaining English language proficiency (percentage of students in grades 1-8 meeting annual targets required in order to attain English proficiency in six years)</td>
</tr>
<tr>
<td>Additional Indicator(s)</td>
<td>- Chronic absenteeism (percentage of students in grades 1-8 missing 10 percent or more of their days in membership)</td>
</tr>
</tbody>
</table>

Commissioner Curtin read both the accountability indicators and the measures for non-high schools

SLIDE 13

Massachusetts’ accountability indicators – high schools

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Measure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Achievement</td>
<td>- English language arts (ELA) Composite Performance Index (CPI)</td>
</tr>
<tr>
<td></td>
<td>- Math CPI</td>
</tr>
<tr>
<td></td>
<td>- Science CPI</td>
</tr>
<tr>
<td>Student Growth</td>
<td>- ELA mean student growth percentile (SGP)</td>
</tr>
<tr>
<td></td>
<td>- Math mean SGP</td>
</tr>
<tr>
<td>High School Completion</td>
<td>- Four-year cohort graduation rate</td>
</tr>
<tr>
<td></td>
<td>- Extended engagement rate (five-year cohort graduation rate plus the percentage of students still enrolled)</td>
</tr>
<tr>
<td></td>
<td>- Annual dropout rate</td>
</tr>
<tr>
<td>English Language Proficiency</td>
<td>- Progress made by students towards attaining English language proficiency (percentage of students in grades 9-12 meeting annual targets required in order to attain English proficiency in six years)</td>
</tr>
<tr>
<td>Additional Indicator(s)</td>
<td>- Chronic absenteeism (percentage of students in grades 9-12 missing 10 percent or more of their days in membership)</td>
</tr>
<tr>
<td></td>
<td>- Percentage of 11th &amp; 12th graders completing at least one advanced course (Advanced Placement, International Baccalaureate, Project Lead the Way, dual enrollment courses, &amp;/or other selected rigorous courses)</td>
</tr>
</tbody>
</table>

Commissioner Curtin read both the accountability indicators and the measures for high schools
SLIDE 14

Worcester school accountability designations

- 44 schools received an accountability determination this year
- 31 classified as “not requiring assistance or intervention”
- 13 classified as “requiring assistance or intervention”
  - 10 classified as a result of being among the lowest performing 10% of schools in the state
  - 3 classified as a result of one or more low performing subgroups
- 2 schools designated as a School of Recognition – West Tatnuck and Belmont Street

Commissioner Curtin read the accountability designations
Highlights from Commissioner Curtin

1. In 2019, there were 10 schools in the lowest 10% in the state but 2 schools also were the highest in the state.

2. There is a range of performance and practices across the district that can be shared.
Highlights from Commissioner Curtin

1. There is a real range of performance among the subgroups across the district.

2. There are 6 schools where the Hispanic subgroup is among the highest performing subgroup in the state.

<table>
<thead>
<tr>
<th>Decile</th>
<th>Percentile Range</th>
<th>Asian</th>
<th>African American</th>
<th>Hispanic</th>
<th>White</th>
<th>SWD</th>
<th>Econ. Disad</th>
<th>EL and Former EL</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1-10</td>
<td>3</td>
<td>0</td>
<td>6</td>
<td>14</td>
<td>12</td>
<td>6</td>
<td>2</td>
</tr>
<tr>
<td>2</td>
<td>11-20</td>
<td>4</td>
<td>3</td>
<td>5</td>
<td>6</td>
<td>7</td>
<td>8</td>
<td>4</td>
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<tr>
<td>3</td>
<td>21-30</td>
<td>2</td>
<td>5</td>
<td>7</td>
<td>4</td>
<td>2</td>
<td>6</td>
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<td>4</td>
<td>31-40</td>
<td>1</td>
<td>2</td>
<td>5</td>
<td>6</td>
<td>1</td>
<td>6</td>
<td>4</td>
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<tr>
<td>5</td>
<td>41-50</td>
<td>0</td>
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<td>1</td>
<td>1</td>
<td>2</td>
<td>8</td>
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<td>6</td>
<td>51-60</td>
<td>0</td>
<td>2</td>
<td>4</td>
<td>2</td>
<td>1</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>7</td>
<td>61-70</td>
<td>0</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>8</td>
<td>71-80</td>
<td>0</td>
<td>2</td>
<td>4</td>
<td>3</td>
<td>3</td>
<td>4</td>
<td>8</td>
</tr>
<tr>
<td>9</td>
<td>81-90</td>
<td>0</td>
<td>3</td>
<td>5</td>
<td>1</td>
<td>0</td>
<td>5</td>
<td>3</td>
</tr>
<tr>
<td>10</td>
<td>91-99</td>
<td>0</td>
<td>3</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>4</td>
<td>4</td>
</tr>
</tbody>
</table>
Highlights from Commissioner Curtin

1. Almost ¾ of schools across the district are making substantial progress toward their targets or meeting them.

2. There were no schools in the district who were classified as making limited or no progress compared to 3 schools classified in 2018.
Highlights from Commissioner Curtin

1. 1,765 students were disciplined in 2019 which is 6.5% of all students in the district, a decrease from 8.5% in 2018. It is lower than it has been at any point over the last five years.
Highlights from Commissioner Curtin

1. There are gaps among students being disciplined by race and ethnicity.

2. Across the board for all race ethnicities, there is a decrease in the number of students being disciplined.
NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)

SLIDE 20

Type of discipline in 2019 by student population

<table>
<thead>
<tr>
<th>All Disciplines</th>
<th>In-School Suspension</th>
<th>Out of School Suspension</th>
<th>Emergency Removals</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Students</td>
<td>6.5</td>
<td>2.4</td>
<td>4.0</td>
</tr>
<tr>
<td>African American</td>
<td>6.7</td>
<td>2.4</td>
<td>4.4</td>
</tr>
<tr>
<td>Asian</td>
<td>1.4</td>
<td>0.5</td>
<td>0.8</td>
</tr>
<tr>
<td>Hispanic</td>
<td>8.5</td>
<td>3.1</td>
<td>5.3</td>
</tr>
<tr>
<td>White</td>
<td>4.3</td>
<td>1.7</td>
<td>2.4</td>
</tr>
<tr>
<td>Economically Disadvantaged</td>
<td>8.1</td>
<td>3.0</td>
<td>5.1</td>
</tr>
<tr>
<td>English Learner</td>
<td>6.0</td>
<td>2.3</td>
<td>3.6</td>
</tr>
<tr>
<td>Students with Disabilities</td>
<td>12.4</td>
<td>4.5</td>
<td>7.7</td>
</tr>
</tbody>
</table>

All cells are shaded green meaning that the rate represents a lower rate than in 2018.

Major differences between groups still exist and rate of emergency removals, while lower, is still very high and varies between groups.

Highlights from Commissioner Curtin

1. Almost 8% of students with disabilities received an Out of School Suspension.

2. 5.3% of Hispanic students received an Out of School Suspension compared to 2.4% for White students.

3. 1.4% of students received Emergency Removal compared to 0.2% statewide.
1. Within the 1,765 students who were disciplined, some could have multiple offenses like a physical fight and possession of an illegal substance at the same time and they would be counted as two separate offenses.

2. There were 1,010 in the category of non-drug, non-violent or non-criminal-related offenses, which is higher than other urban districts. For that reason the district needs to examine other forms of discipline that don't involve removing a student from instructional time.
NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)

SLIDE 22

Chronic absenteeism rates

<table>
<thead>
<tr>
<th>Student Group</th>
<th>2017 WPS</th>
<th>2017 USN</th>
<th>2018 WPS</th>
<th>2018 USN</th>
<th>2019 WPS</th>
<th>2019 USN</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Students</td>
<td>14.9</td>
<td>20.0</td>
<td>14.0</td>
<td>20.2</td>
<td>13.6</td>
<td>19.0</td>
</tr>
<tr>
<td>Asian</td>
<td>5.2</td>
<td>7.8</td>
<td>5.0</td>
<td>8.2</td>
<td>3.9</td>
<td>8.0</td>
</tr>
<tr>
<td>African American</td>
<td>11.2</td>
<td>19.3</td>
<td>9.4</td>
<td>19.6</td>
<td>9.0</td>
<td>19.0</td>
</tr>
<tr>
<td>Hispanic</td>
<td>19.8</td>
<td>24.1</td>
<td>18.9</td>
<td>24.7</td>
<td>18.5</td>
<td>23.7</td>
</tr>
<tr>
<td>White</td>
<td>12.5</td>
<td>16.6</td>
<td>11.3</td>
<td>16.8</td>
<td>10.9</td>
<td>15.7</td>
</tr>
</tbody>
</table>

Chronic absenteeism rates in Worcester are lower than in other urban districts across the state and have consistently improved across groups.

Significant gaps still exist across racial and ethnic groups.

Highlights from Commissioner Curtin

1. The definition of Chronic Absenteeism is the percent of students who are missing at least 10% of days in a school year. In a 180 day school year, that means the student missed at least 18 days during that school year.

2. DESE does not differentiate between excused and unexcused absences due to the fact that there is still loss of instruction time for the student.

3. The Worcester Public Schools’ students miss less instructional time than other urban school districts.

4. The Hispanic absence rate is still high, but a lot lower than all other urban districts. There is still a significant gap between racial and ethnic groups.
NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)

SLIDE 23

Chronic absenteeism rates by grade span

<table>
<thead>
<tr>
<th>Worcester Chronic Absence Rates, Non-HS Grades</th>
<th>2017-19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Group</td>
<td>2017</td>
</tr>
<tr>
<td>All Students</td>
<td>11.0</td>
</tr>
<tr>
<td>Asian</td>
<td>2.2</td>
</tr>
<tr>
<td>African American</td>
<td>7.5</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>15.5</td>
</tr>
<tr>
<td>White</td>
<td>8.6</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Worcester Chronic Absence Rates, HS Grades</th>
<th>2017-19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Group</td>
<td>2017</td>
</tr>
<tr>
<td>All Students</td>
<td>23.0</td>
</tr>
<tr>
<td>Asian</td>
<td>10.1</td>
</tr>
<tr>
<td>African American</td>
<td>17.6</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>28.7</td>
</tr>
<tr>
<td>White</td>
<td>21.3</td>
</tr>
</tbody>
</table>

Highlights from Commissioner Curtin

1. Approximately 10% of students in grade 1 through 8 missed days in school for the year.

2. The absentee rate in the high school has gone down but still has more than 1 in 5 students missing at least 10% of their school days per year.

3. Attention should be given to why the percentage rate for Hispanic/Latino students is so high.
Additional information and contact

Worcester district data profile page

Robert Curtin
Associate Commissioner, Data and Accountability
rcurtin@doe.mass.edu

Highlights from Commissioner Curtin

If you have any data questions you can email Mr. Curtin and his staff.
NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)

Mayor Petty requested that the School Committee receive the School Discipline State data from DESE when it is released and set up a special meeting of the School Committee to review it and seek public participation.

Commissioner Curtin stated that the Worcester Public Schools is outpacing other urban school districts in the category of Emergency Removals.

Mayor Petty suggested that the school system form a youth violence task force to review the data from DESE and possibly invite Commissioner Curtin to one of the meetings.

Mr. Foley requested more information in a public forum on the absentee data broken down by subgroups to include income levels and indicate how:
- the absentee rate is impacted by the practices in the schools
- the parents are welcomed at the schools and
- the students are made to feel a part of their community and schools.

He further requested information on the following:
- why students with disabilities are performing poorly
- what is occurring to necessitate emergency removal of a student from school and explain why the Worcester Public Schools’ data is much higher than other urban school districts and
- a more detailed explanation of the non-drug, non-violent or non-criminal discipline offenses and how the community and the school district can work together to keep more of the students in school.

Commissioner Curtin stated that the non-drug, non-violent or non-criminal discipline category has decreased throughout the district and is continuing to decrease.

Mr. Monfredo requested a more detailed report on the absentee and discipline data and inquired as to whether homelessness and poverty impact the percentage rates. He further requested a monthly report on the math improvements in the district.

Mr. Comparetto requested that the Administration consider alternative methods rather than suspensions and to consider hiring more social workers, providing positive behavior interventions, wraparound supports, in school suspensions, restorative justice practices and hiring teachers that represent the diversity of the students.

Miss McCullough stated that the School Committee and the Administration should have quarterly policy forums in conjunction with the Strategic Plan to include representatives from DESE to review the discipline data.
NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)

Miss Biancheria made the following motion:

Request that the Administration provide information relative to the recognition awards that will be given to West Tatnuck and Belmont Street Community schools by the Massachusetts Department of Elementary and Secondary Education to include the date and time the recognitions will be held at the State House.

On a voice vote, the motion was approved.

Miss Biancheria requested that the Administration work to improve the scores on the science MCAS exams by implementing best practices.

Mayor Petty made the following motions:

Request that the Administration provide a more detailed report on the Emergency Removal data.

Request that Superintendent Binienda provide an updated report on the 14 Action Steps on Thursday, November 7, 2019.

On a voice vote, the motions were approved.

It was moved to suspend the rules to allow Isabel González-Webster to speak regarding school discipline.

GENERAL BUSINESS

gb #9-227.2

Mr. Monfredo made the following motion:

Request that the Administration provide a report on the system’s plan to continue teaching cursive writing in grades 4 and 5.

On a voice vote, the motion was approved.

gb #9-265.1

Mr. Monfredo made the following motion:

Request that the Administration provide in a Friday Letter, feedback from teachers and students regarding ideas they would like to see incorporated into the Jump Start Program in 2021.

On a voice vote, the motion was approved.
NOTES (continued)

Mr. Foley made the following motion:

Request that the Administration track over the next four years the students in the Jump Start Program on their performance, attendance and academic achievement and compare this data to the same criteria for students who did not participate in the program.

On a voice vote, the motion was approved.

gb #9-332

Mr. Monfredo made the following motion:

Request that the Administration consider:
- hiring a public relations individual to promote the WPS
- collaborating with the Worcester Chamber of Commerce to make a video about the school district to share with real-estate agents
- utilizing Channel 11 and Charter to highlight achievements of students in the Worcester Public Schools
- working with the media to publish student achievements
- continuing to have the Superintendent appear on the Jordan Levy Show
- sharing successes of the school system with the Worcester Chamber of Commerce
- continuing to have the Opening of School Program at the DCU Center
- instituting a state of education report in a joint meeting of the City Council and the School Committee in May or June to highlight some successes in the Worcester Public Schools
- having an early open house for parents and children in grade 5
- providing monthly school newsletters

On a voice vote, the motion was approved.

Miss Biancheria made the following amendment to Mr. Monfredo’s motion:

Request that the Administration also highlight the successes of every high schools’ vocational education programs.

On a voice vote, the amendment to Mr. Monfredo’s motion was approved.

Superintendent Binienda stated that the Worcester Public Schools will have its own television program starting in November 2019.
NOTES (continued)

GENERAL BUSINESS (continued)

Mr. Comparetto spoke to the content of each of the following items:

- gb #9-333
- gb #9-334
- gb #9-335
- gb #9-336
- gb #9-337
- gb #9-338
- gb #9-339

(These items were considered together)

Unrelated to the above mentioned items:

Mr. Foley made the following motion:

Request that the Administration conduct a series of public session meetings at the Standing Committee on Finance and Operations at a time convenient to all School Committee members to discuss the disbursement of the new monies from the Student Opportunity Act.

On a voice vote, the motion was approved.

- gb #9-342

Miss Biancheria made the following motion:

Request that the Administration forward the information that was provided at the meeting regarding sex trafficking to staff members and to the Citywide Parent Planning Advisory Council (CPPAC) for a presentation to parents.

On voice vote, the motion was approved.