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Committee Members

Laura Clancey, Chair

John F. Monfredo, Vice-Chair

Tracy O'Connell-Novick

Administrative

Representative

Jennifer Boulais

Helen A. Friel, Ed.D.

The following items will be discussed at the meeting of the Standing Committee on Governance and Employee Issues to be held virtually on Tuesday, November 23, 2021 at 4:00 p.m. in Room 410 of the Durkin Administration Building:

ros #0-9 - Administration (September 23, 2020)

RENNIE CENTER FOR EDUCATION RESEARCH & POLICY – REPORT ON THE TECHNOLOGY SECTION FROM THE STRATEGIC PLAN

ros #1-7 - Administration (April 7, 2021)

RENNIE CENTER-PROGRESS ON STRATEGIC PLAN

(Consider these items together.)

c&p #1-7 - Clerk (August 17, 2021)

To consider a communication from Alexandra Koukakis, President of NAGE 01-156, 52 Week Administrative Secretaries Local, to authorize a sick leave bank and allow its members to voluntarily donate sick days to a colleague.

c&p #1-8 - Clerk (October 25, 2021)

To consider a communication from the EAW to consider approval of a donation of 160 sick days to a staff member at Norrback Avenue School.

gb #1-285 - Administration (October 14, 2021)

To formulate a policy regarding the use and replacement of Chromebooks and their accessories.

STANDING COMMITTEE: **GOVERNANCE AND EMPLOYEE ISSUES**

DATE OF MEETING: Tuesday, November 23, 2021

ITEM: Administration (September 23, 2020)

RENNIE CENTER FOR EDUCATION RESEARCH & POLICY – REPORT ON THE TECHNOLOGY SECTION FROM THE STRATEGIC PLAN

PRIOR ACTION:

10-1-20 - Superintendent Binienda introduced Dr. Chad d’Entremont, Executive Director of the Rennie Center for Education Research & Policy and Vibha Honasoge, Operations Coordinator at the Rennie Center. Its mission is to improve public education through well-informed decision- making based on deep knowledge and evidence of effective policy making and practice. Dr. d’Entremont, Ms. Honasoge and Ms. Nyamekye provided the following overview of the Technology and Operations section of the Strategic Plan.
(Continued on page 2.)

BACKUP: (Consider with ros #1-7)

Annex A (2 pages) contains a copy of the backup for the item.

PRIOR ACTION (continued)

10-1-20 - The district's plan supports increasing use of technology, opening up the possibility for educators to look beyond textbooks for instructional content. By investing in educator professional development related to technology, the district is encouraging individual flexibility and creativity with technology use.

In response to student and educator feedback on the need for technology support, the WPS launched a teacher leadership model in which 100 certified Google trainers known as "iTeachers" train their colleagues.

To complement this training, WPS has increased technology ratios. Starting in the 2020-21 school year, WPS is providing a device for every student and 5,000 hotspots for students who need WiFi access at home. Educators used technology to connect with families in new ways by engaging in two-way communication with families through videoconferencing and family-school communication apps. The district's response to COVID-19 has furthered strategic plan goals and exemplified a district-wide commitment to technology access and equity.

District leaders are also developing a WPS Caregivers Academy, based upon the urgent need to support families with remote learning. When in-person schooling resumes, the district must develop a plan to repair and/or replace devices at appropriate intervals.

Mayor Petty allowed Ms. Maria Drury to speak.

Ms. Drury stated that she believes that the students need to be in the classroom with the teachers and the technology.

Ms. Novick questioned how the Rennie Center was being paid and how much to which Superintendent Binienda stated that they are being paid \$25,000 through the Barr Grant and that the grant is good until November.

Ms. Novick questioned how much was spent on technology since the pandemic to which Mr. Allen replied that about \$6.2 million dollars was spent or committed to be spent for technology purchases since March.

Superintendent Binienda stated that the three year Technology Plan will be completed this year and will be forwarded to the School Committee at that time.

On a roll call of 7-0, the item was referred to the Standing Committee on Governance and Employee Issues.

PRIOR ACTION (continued)

- 8-10-21 - (Considered with ros #1-7.)
STANDING COMMITTEE ON GOVERNANCE AND EMPLOYEE ISSUES
Jennifer Davis Carey and Eric Kneeland discussed the proposed plans to update the five subsections of the Strategic Plan.
Mr. Kneeland stated that one of the proposed objectives will be to:
- assign a Community Engagement Committee (CEC) which will incorporate lessons learned through the Strategic Plan
 - reflect current circumstances caused and exacerbated by the pandemic and
 - provide community engagement and input on appropriate benchmarking, outcomes and data metrics for each of the five subsections of the Strategic Plan.
- He proposed that working groups be established for each of the five subsections which would include members of the Community Engagement Committee and one member of the Standing Committee on Governance and Employee Issues.
Ms. Davis Carey proposed that that WEC would provide summaries of each of the subsection in March 2022.
Ms. Novick requested that the Administration provide the school district data for each of the subsections of the Strategic Plan in order to be reviewed in meetings of the Standing Committee on Governance and Employee Issues.
Mrs. Clancey made the following motion:
Request that the Administration provide the school district data for each of the five subsections of the Strategic Plan.
Ms. Novick amended Mrs. Clancey's motion as follows:
Request that the Administration provide the school district data for each of the five subsections of the Strategic Plan and **work in collaboration with WEC and the Worcester Research Bureau.**
On a roll call of 3-0, the motion as amended was approved.
HELD
- 8-26-21 - SCHOOL COMMITTEE MEETING -On a roll call of 7-0, the School Committee approved the action of the Standing Committee.

GOAL	START-2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Goal-2022-2023
				Remote March-June 2020	Remote September 2020 opening through March/ May Hybrid or remote 2021*	Return to full in person	
MEET/EXCEED EXPECTATIONS ON 3RD GRADE ELA MCAS	31%	36%	38%	NA	*31% with remote/out of school test administration		47%
ENROLL IN POSTSECONDARY OPPORTUNITIES	65%	62%	59%*not fully 16 months after graduation.	NA However, graduation rate increased and dropout rate decreased due to building closures and modified Competency Determinations.	NA		76%
ACCESS TECHNOLOGY (STUDENT-TO-DEVICE RATIO) 1:1	1:4	1:2 Before shutdown, 1:1 in grades 7-8	NA	N/A Students were provided devices until May/June 2020	1:1	The district is at approximately 95% student device issuance. The return to school has presented some challenges maintaining 1:1. Breakage rates, loss, etc. have increased the need for spare devices. 3,000 Chromebooks and 1,000 iPads have been ordered and additional IT staff have been brought onboard.	1:1+ additional devices to keep in schools to fill gaps for broken devices
REDUCE CHRONIC ABSENTEEISM	17%	15%	15%	16%	15%		14%

GOAL	START-2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Goal-2022-2023
INCREASE PER-PUPIL EXPENDITURE BY 20%. Source: DESE Per Pupil Expenditures (All Funds).	\$13,821.00	\$14,142.00	\$14,808.00	\$15,831.00	NA		Increase \$2,764.24
INCREASE NUMBER OF HIGHPERFORMING SCHOOLS BY 20%. https://profiles.doe.mass.edu/accountability/report/district.aspx?linkid=30&orgcode=03480000&orgtypecode=5&fycode=2021	44 schools 2015-2016 =10 level 1 schools 2016-2017 =No levels for elementary and middle because of PARRC and MCAS mixed administration grades 3-8.	Reporting criteria changed. 33 schools "not requiring assistance or intervention"	31 schools "not requiring assistance or intervention"	NA	NA		Increase 2 for total of 12 schools at high performing

STANDING COMMITTEE: **GOVERNANCE AND EMPLOYEE ISSUES**

DATE OF MEETING: Tuesday, November 23, 2021

ITEM: Administration (April 7, 2021)

RENNIE CENTER-PROGRESS ON STRATEGIC PLAN

PRIOR ACTION:

4-15-21 - Superintendent Binienda stated that the Rennie Center partnered with the WPS in the formulation of the Strategic Plan and was given the task of looking at data, working with and interviewing personnel regarding the progress being made on the Strategic Plan. Annelise Eaton, Research Director at the Rennie Center for Education Research and Policy, presented a mid-point progress report focusing on three sections:

Welcoming Schools

This section focused on the climate of schools in order to make students and families feel welcome along with discipline and attendance. She indicated that attendance was better and there was a decline in punitive discipline rates, but there is still a significant racial gap.

Academic Excellence

This section focused on career exploration. The work with Innovation Pathways and AVID were presented as bright spots. Culturally Responsive Teaching and elementary math instruction were areas in need of continued growth.

Culture of Innovation

This section focused on evidence based best practices and support of school leaders. The Reggio Emilia early childhood opportunity in Head Start and ST Math were highlighted as positives. Aligning and adapting high quality curricula were areas that still need to be addressed.

(Continued on Page 2)

BACKUP: (Consider with ros #0-9)

PRIOR ACTION (continued)

- 4-15-21 - Mr. Monfredo asked for an update on The Worcester Future Teachers Program.
Superintendent Binienda stated that she met with Worcester State University on continuing the Worcester Future Teachers Program. Due to COVID, there will be no summer program for WFT, so a two-day program will be held. There is a partnership agreement in progress with Generation Teach which would involve 250 WPS students next summer.
Mr. Monfredo suggested recruiting more Latinx students for the Generation Teach program and also would like to have them as mentors assigned to assist on the attendance issues facing Latinx students. He also suggested having businesses provide incentives and rewards to Latinx students to encourage greater attendance.
Mr. Foley requested that representatives from the Worcester Education Collaborative and the Worcester Research Bureau be present at the next update of the Strategic Plan in order to provide community perspective and feedback.
Ms. Novick stated that having a five-year Strategic Plan is no longer considered among best practices within other school districts. The district should be looking at building a culture within the schools that encourages students to stay and become teachers as well as enticing them to want to part of the WPS.
On a roll call of 7-0, the item was referred to the Standing Committee on Governance and Employee Issues.
- 8-10-21 - (Considered with ros #0-9.)
STANDING COMMITTEE ON GOVERNANCE AND EMPLOYEE ISSUES
Jennifer Davis Carey and Eric Kneeland discussed the proposed plans to update the five subsections of the Strategic Plan.
Mr. Kneeland stated that one of the proposed objectives will be to:
- assign a Community Engagement Committee (CEC) which will incorporate lessons learned through the Strategic Plan
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 - provide community engagement and input on appropriate benchmarking, outcomes and data metrics for each of the five subsections of the Strategic Plan.
- He proposed that working groups be established for each of the five subsections which would include members of the Community Engagement Committee and one member of the Standing Committee on Governance and Employee Issues.
Ms. Davis Carey proposed that that WEC would provide summaries of each of the subsection in March 2022.
Ms. Novick requested that the Administration provide the school district data for each of the subsections of the Strategic Plan in order to be reviewed in meetings of the Standing Committee on Governance and Employee Issues.
Mrs. Clancey made the following motion:
Request that the Administration provide the school district data for each of the five subsections of the Strategic Plan.
Ms. Novick amended Mrs. Clancey's motion as follows:
Request that the Administration provide the school district data for each of the five subsections of the Strategic Plan and **work in collaboration with WEC and the Worcester Research Bureau.**
On a roll call of 3-0, the motion as amended was approved.
HELD

8-26-21 - SCHOOL COMMITTEE MEETING -On a roll call of 7-0, the School Committee approved the action of the Standing Committee.

STANDING COMMITTEE: **GOVERNANCE AND EMPLOYEE ISSUES**

DATE OF MEETING: Tuesday, November 23, 2021

ITEM: Clerk (August 17, 2021)

To consider a communication from Alexandra Koukakis, President of NAGE 01-156, 52 Week Administrative Secretaries Local, to authorize a sick leave bank and allow its members to voluntarily donate sick days to a colleague.

PRIOR ACTION:

8-26-21 - SCHOOL COMMITTEE MEETING

Ms. Novick made the following motion:

Request that the member of NAGE 01-156 52 Week Administrative Secretaries Local be paid retroactively until the item is brought before the Standing Committee on Governance and Employee Issues.

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

The item was referred to the Standing Committee on Governance and Employee Issues.

9-2-21 - To amend the Approval of Records to adding the word "retroactively" to her motion under c&p #1-7 as follows:

Ms. Novick made the following motion:

Request that the member of NAGE 01-156 52 Week Administrative Secretaries Local be paid **retroactively** until the item is brought before the Standing Committee on Governance and Employee Issues.

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

BACKUP:

Annex A (1 pages) contains a copy of the petition.

To the Worcester School Committee:

Alexandra Koukakis President of NAGE 01-156, 52 Week Administrative Secretaries Local respectfully requests that the Worcester School Committee authorize a sick leave bank for local member Gail Morgan who is out due to an illness for an extended period of time. We request that members be allowed to voluntarily donate up to five sick days per member and that the sick days may be used retroactively to the time Gail Morgan exhausted her leave and going forward until her return.

_____ Date: _____
Alexandra Koukakis President of NAGE 01-156

STANDING COMMITTEE: **GOVERNANCE AND EMPLOYEE ISSUES**

DATE OF MEETING: Tuesday, November 23, 2021

ITEM: Clerk (October 25, 2021)

To consider a communication from the EAW to consider approval of a donation of 160 sick days to a staff member at Norrback Avenue School.

PRIOR ACTION:

11-9-21 - Melinda Martin spoke on behalf of the staff of Norrback Avenue Elementary School requesting that the staff be authorized to donate 160 sick days to an Instructional Assistant. She also requested that if the IA returns to work prior to the end of the school year that the sick days that were donated remain in her sick bank.
Mayor Petty requested that the appropriate number of sick days be provided until a vote is taken at the Standing Committee. On a roll call of 7-0, the item was referred to the Standing Committee on Governance and Employee Issues.

BACKUP:

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



November 3, 2021

Mayor Joseph Petty
c/o Dr. Helen Friel Clerk of School Committee
20 Irving Street
Worcester, MA 01609

VIA Email Scan

Dear Dr. Friel,

Melinda Martin and I would like to speak at the next School Committee meeting on November 9th.

We will be speaking about donating sick days to a co-worker (IA at Norrback Ave).

Please let us know when we will be presenting.

Sincerely,

Roger Nugent

Roger Nugent
EAW President

STANDING COMMITTEE: **GOVERNANCE AND EMPLOYEE ISSUES**

DATE OF MEETING: Tuesday, November 23, 2021

ITEM: Administration (October 14, 2021)

To formulate a policy regarding the use and replacement of Chromebooks and their accessories.

PRIOR ACTION:

10-21-21 - On a roll call of 6-0-1 (absent Miss Biancheria), the item was referred to the Standing Committee on Governance and Employee Issues.

BACKUP:

Annex A (2 pages) contains a copy of the Chromebook Student/Parent Agreement and Contract.

**Chromebook User Agreement
Worcester Public Schools (WPS)
Chromebook Student/Parent Agreement and Contract**

Worcester Public Schools, in an effort to ensure that students are equipped with the tools necessary for success as 21st Century Learners, has adopted a 1:1 Chromebook program for WPS students in grades 1st through 12th. The document below explains this program and the responsibilities of both parents and students.

Why Chromebooks?

A Chromebook is a type of laptop that runs on the web-based Chrome OS.

Chromebook features include:

- Unlimited access to Google Apps for Education, a free web based suite of programs including collaborative tools such as Drive, Docs, Drawing and Sheets
- Documents and apps are cloud based with an immediate Auto-save function and near limitless cloud data storage
- Personalized learning experiences from grade to grade, and student to student
- Affordability and ease of management

Costs

Students/Parents are responsible for reasonable costs of repair for a deliberately damaged device, or damage interpreted as neglect. Damages and other incidents must be reported to the principal right away. Lost, stolen or questionable damage will be reviewed by the administration on a case-by-case basis to determine fees.

Estimated fees for Chromebook parts and replacements:

- Full replacement - \$300.00
- Screen \$90.00
- Keyboard \$40.00
- Touchpad -\$40.00
- Power cord -\$30.00
- External shell of the Chromebook (bezel, bottom shell, top shell) \$20 each
- Liquid damage to mainboard \$125

Expectations, Responsibilities and Care

- Chromebooks must arrive at school fully charged each school day.
- No stickers or writing on the Chromebook is allowed.
- Students must take measures to protect the Chromebook from damage or theft. (LOCK your lockers and do not leave the Chromebook unattended).
- At no time shall the Chromebook be used for unlawful or inappropriate activities.
- Students are not allowed to let others use their assigned Chromebook.
- Chromebooks do not like when you touch their screens. Screens can become blurry or cracked if you touch them too hard with any object.
- While the Chromebook is sturdy, dropping the Chromebook will likely damage it.
- Avoid placing or dropping heavy objects on the top of the Chromebook.

- Chromebooks must be used on a tabletop.
- Do not block air flow when Chromebook is on. (e.g. do not place it on a soft object like a pillow.)
- No food or drink shall be consumed while using the Chromebook.

At Home Expectations

Chromebooks will be configured to minimize online access to inappropriate material. Regardless, it is the full responsibility of the parent or legal guardian to ensure that their child does not access any inappropriate online material when Chromebooks are not at school.

Violations

- Students must follow the Worcester Public Schools Acceptable Use Policy at all times while using their Chromebook.
- Violations of the Acceptable Use Policy or items stated in this document will be addressed by the school administration to determine the proper course of action.

School Administration and Faculty have the right to view the contents of the Chromebook at any time.

*** Required**

Please e-sign and submit this form on the first day of school.

Student Agreement *

YES : I have read, or had both the Chromebook Student/Parent Agreement and the Acceptable Use Policy read to me. I understand the rules, guidelines and procedures contained in both of these documents and agree to fully comply with all of them. I understand that I will be held accountable for my actions should I violate any of these rules, guidelines and procedures at any time.

Name of Student *

Grade *

Parent or Guardian Agreement *

YES : As the parent or legal guardian of the minor/student signing above, I grant permission for my child to access Worcester Public Schools technology resources, including Internet accessibility and my child's assigned Chromebook. I understand that my child, or the child in my care, may keep his/her network access and Chromebook as long as the procedures and rules described in the Worcester Public Schools Acceptable Use Policy and the Worcester Public Schools Chromebook Student/Parent Agreement are followed. Should my son or daughter, or the child in my care, violate any of the previously cited rules or procedures, they will be held accountable for their actions by the Worcester Public Schools.

YES : I fully understand the costs and responsibilities associated with the Worcester Public Schools Chromebook Student/Parent Agreement:

Parent or Guardian Name *

Date *