

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

AGENDA #6

The School Committee will hold a regular meeting:

on: Thursday, February 4, 2016  
at: 6:00 p.m. – Executive Session  
7:00 p.m. – Regular Session  
in: Esther Howland South Chamber, City Hall

ORDER OF BUSINESS

ACTION

I. CALL TO ORDER

INVOCATION Reverend Greg Lisby  
All Saints Episcopal Church

PLEDGE OF ALLEGIANCE/NATIONAL ANTHEM

II. ROLL CALL

III. APPROVAL OF RECORDS

aor #6-3 - Clerk  
(January 26, 2016)

To consider approval of the Minutes of the School Committee Meeting of Friday, January 15, 2016.

aor #6-4 - Clerk  
(January 26, 2016)

To consider approval of the Minutes of the School Committee Meeting of Thursday, January 21, 2016.

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, gender, age, religion, national origin, gender identity, marital status, sexual orientation, disability or homelessness. The Worcester Public Schools provides equal access to employment and the full range of general, occupational and vocational education programs. For more information relating to Equal Opportunity/Affirmative Action contact the Human Resource Manager, 20 Irving Street, Worcester, MA 01609, 508-799-3020.

V. IMMEDIATE ACTION

ACTION

gb #5-285.2 - Administration/Miss Biancheria/Ms. Novick/  
Mr. Monfredo/Mr. O'Connell/Miss Ramirez/  
Mr. Foley/Mayor Petty  
(January 5, 2016)

To recognize the following individuals of the 365Z Foundation for implementing their program of kindness in the Worcester Public Schools:

Rosemary Ford, President  
Paul LaCava, Co-founder  
Ed Gardella, Co-founder

gb #5-345.1 - Administration/Mr. O'Connell/Miss Ramirez/  
Mr. Monfredo/Mr. Foley/Miss Biancheria/  
Mayor Petty  
(January 8, 2016)

To recognize, with gratitude and appreciation, the donation of \$50,000 by the Worcester Rotary Club to assist with construction, by the students of Worcester Technical High School, of the Myra Kraft Footbridge at Elm Park and to recognize a representative from Worcester Polytechnic Institute for the work of its students in the engineering of the bridge.

gb #6-8.1 - Mr. O'Connell/Mr. Monfredo/Miss Biancheria/  
Miss McCullough/Mayor Petty  
(January 25, 2016)

To recognize former City Councilors Frederick C. Rushton and Philip P. Palmieri for their years of dedication and support on behalf of the Worcester Public Schools and the children of Worcester.

IMMEDIATE ACTION (continued)

ACTION

gb #6-12.1 - Administration/Mr. O'Connell/Mr. Monfredo/  
Miss Biancheria/Miss McCullough/  
Mayor Petty  
(January 25, 2016)

To recognize and to congratulate Paula Harrity, Coordinator of Volunteer Services, on the occasion of her retirement from the Worcester Public Schools, and to thank her for her decades of dedicated service to the children of Worcester.

gb #6-54 - Administration  
(January 25, 2016)

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

VI. REPORT OF THE SUPERINTENDENT

ros #6-1 - Administration  
(January 27, 2016)

FY17 PRELIMINARY BUDGET ESTIMATES

VII. COMMUNICATION AND PETITION - NONE

VIII. REPORT OF THE STANDING COMMITTEE - NONE

IX. PERSONNEL

6-6 The Superintendent has APPROVED the APPOINTMENT of the person named below:

Latham, Lance, Teacher, Special Education, North High, BA+15, Step 5, \$58,296 effective January 19, 2016. Licensed: Moderate Disabilities 5-12.

X. GENERAL BUSINESS

ACTION

gb #6-55 - Administration  
(January 15, 2016)

To accept the Worcester HEARS (Healthy Environment and Resilience in Schools) grant in the amount of \$431,700.

gb #6-56 - Administration  
(January 15, 2016)

To accept a donation in the amount of \$1,000.00 from Fallon Community Health Plan to support the food pantry at Burncoat High School.

gb #6-57 - Administration  
(January 15, 2016)

To accept the STARS Residencies FY16 University Park Campus School grant in the amount of \$2,200.

gb #6-58 - Administration  
(January 15, 2016)

To accept the Making Connections-Mandala Weaving grant for Jacob Hiatt Magnet School in the amount of \$2,405.

gb #6-59 - Mr. Monfredo  
(January 15, 2016)

To set the date of March 11, 2016 to meet with the Legislative Delegation to:

- discuss items generated by the School Committee
- consider working on the creation of laws that would benefit the children and
- request items from the delegation to be included on the agenda.

GENERAL BUSINESS (continued)

ACTION

gb #6-60 - Mr. Monfredo  
(January 18, 2016)

Request that the Administration forward letters of congratulations to the following students and Art groups for being selected as winners in the Martin Luther King, Jr. art contest:

Heard Street Discovery Academy

Kayla Tran, grade 5  
Tommy Burny, grade 6

Art Groups

City View School  
West Tatnuck School  
Lake View School  
Flagg Street School

gb #6-61 - Mr. Monfredo  
(January 18, 2016)

To set a date to recognize South High Community School's Marching Band under the direction of Johnetta Smith for being selected to represent the State of Massachusetts in the commemoration of the 240th Anniversary of the Declaration of Independence in Philadelphia, PA.

gb #6-62 - Mr. O'Connell  
(January 19, 2016)

To forward a letter, on behalf of the School Committee, to congratulate the South High Community School's Robotics Club, and coaches Greg Ricardi and Tara Vaidya, on winning the 2015-16 VEX Robotics Competition at Quinsigamond Community College and to wish them continued success at the March state championship.

GENERAL BUSINESS (continued)

ACTION

gb #6-63 - Mr. O'Connell  
(January 19, 2016)

To forward a letter, on behalf of the School Committee, to congratulate Coach Gerald Snay and the students of North High School and Worcester Technical High School on their success at the East Coast Track and Field Invitational Championships and to wish the participating students well at the Eastern States Indoor Championships and at the 2016 elite invitational competitions.

gb #6-64 - Mr. O'Connell  
(January 20, 2016)

To forward letters of appreciation to the students of the Community Service Project of Worcester State University and WPS art instructor Cory Shepherd, for the college and career readiness artwork created by them at May Street School.

gb #6-65 - Mr. O'Connell  
(January 26, 2016)

To discuss the options available to the Worcester Public Schools, under the Every Student Succeeds Act, to waive or modify the state guidelines and regulations which incorporate standardized testing results into the teacher evaluation process.

gb #6-66 - Miss Biancheria  
(January 26, 2016)

Request that the Administration provide a detailed update on the After-School Programs that have been established with the collaborative efforts of the City Manager's office and the District Attorney's office.

GENERAL BUSINESS (continued)

ACTION

gb #6-67 - Miss Biancheria  
(January 27, 2016)

Request that the Administration provide procedures and policies that pertain to students' arrival and departure from school property by foot, by bus or by parent drop off.

gb #6-68 - Administration  
(January 27, 2016)

To accept the Innovation Schools Implementation grant in the amount of \$75,000.

gb #6-69 - Administration  
(January 27, 2016)

To accept the Pre-school Expansion grant in the amount of \$40,000.

gb #6-70 - Mr. O'Connell, Chair/Mr. Monfredo/Mr. Foley  
(January 27, 2016)

To consider approval of the draft copies of the Job Description, Application Form and the Evaluation Form which will be used in the process for the selection of the next Superintendent of the Worcester Public Schools.

gb #6-71 - Administration  
(January 27, 2016)

To discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the governmental body, to conduct strategy sessions in preparation for negotiations with nonunion personnel, to conduct collective bargaining sessions or contract negotiations with nonunion personnel.

X. ADJOURNMENT

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

IN SCHOOL COMMITTEE  
Worcester, Massachusetts  
Friday, January 15, 2016  
Agenda #4

The School Committee met in a special meeting at 9:00 a.m. in the Conference Room at Worcester Technical High School on Friday, January 15, 2016.

There were present at the Call to Order:

Miss Biancheria, Ms. Colorio, Mr. Foley, Miss McCullough,  
Mr. Monfredo and Mr. O'Connell

There was absent: Mayor Petty

Others in attendance:

Representative Campanale, Senator Chandler,  
Representative Donahue, Representative Mahoney,  
Representative O'Day and Senator Moore

GENERAL BUSINESS

1. gb #5-93.1 - Administration/Ms. Novick  
(January 6, 2016)

Foundation Budget  
Report

To discuss the Foundation Budget Report and the PowerPoint presentation on it with the local delegation.

Mr. O'Connell made the following motion:

Request that the Administration forward, at least seven days prior to the meeting with the legislative delegation, a copy of the agenda, all backup information and related documents. It was further requested that the Action Sheet for the meeting be forwarded to the local delegation within seven days of the meeting.

On a voice vote, the motion was approved.

Mr. Allen provided the PowerPoint presentation on the impact of the Foundation Budget on the Worcester Public Schools.



Dr. Rodrigues indicated that he would forward a copy of the Seven Point Financial Plan to each member of the local delegation which explains how the system focuses on teaching and learning and how it applies resources for the classroom environment.

Mr. Foley and Mr. Monfredo made the following motion:

Request that the Administration prepare a report to be forwarded to the local delegation and the Governor that would contain recommendations to be considered for funding for FY17 in order to fulfill some of the requests as presented in the Foundation Budget PowerPoint. The topics discussed included:

- inclusion in the Foundation Budget formula of full funding for the full day preschool program at the same level as funding for kindergarten
- preservation of the quality kindergarten grant
- full funding for Charter School reimbursement and
- amendment of the inflation factor applied to the Foundation Budget to have it commensurate with the actual increase of the cost of living for FY17.

On a voice vote, the motion was approved.

It was moved and voice voted to request that the Administration provide a report on how the funds allocated under the proposed revisions to the Foundation Budget formula would be allocated.

Ms. Colorio made the following motion:

Request that the School Committee hold the issue of opposing the lifting of the Charter School cap for the School Committee meeting of February 4, 2016.

On a roll call, the vote was as follows:

For the motion: Ms. Colorio, Mr. O'Connell 2

Against the motion: Miss Biancheria, Mr. Foley,  
Miss McCullough, Mr. Monfredo 4

Absent: Mayor Petty  $\frac{1}{7}$

The motion was defeated.

It was moved to oppose lifting the Charter School cap with notice to be provided to the legislative delegation.

Miss Colorio wished to abstain based on the fact that there was no formal item regarding this topic on the agenda.

Mr. O'Connell stated that the motion to abstain would have to be based on a conflict of interest under our rules. Therefore, the only vote that could be taken is yes or a no if you are in the room.

On a roll call, the vote was as follows:

For the motion:	Miss Biancheria, Mr. Foley, Miss McCullough, Mr. Monfredo, Mr. O'Connell	5
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Against the motion:	Ms. Colorio	1
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Absent:	Mayor Petty	$\frac{1}{7}$
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The motion carried.

Mr. Foley made the following motion:

Request that the School Committee schedule a public hearing in the Spring of 2016 on all ballot initiatives pending before the voters of Massachusetts and invite the local delegation to the meeting with ample notice of date, time and location.

On a voice vote, the motion was approved

Mr. O'Connell asked the members of the local delegation if they had any pending bills to bring forward for support by the School Committee.

Senator Chandler indicated that she is sponsoring a bill that would require a unit on Civics to be taught to all students in Massachusetts.

Mr. Monfredo indicated that Senator Chandler is proposing amendments to Chapter 222.

Representative O'Day thanked the School Committee for its support of "An Act to Support Healthy Youth."

Senator Moore requested that the Clerk of the School Committee notify the local delegation regarding the hearing dates on the Charter Schools.

It was moved and voice voted to request that the School Committee review the legislation proposed by Senator Chandler with regard to a unit on Civics and forward it to the Standing Committee on Teaching, Learning and Student Supports.

It was moved and voice voted to request that the City Clerk, when feasible, visit the high schools of Worcester to provide information on voter registration and to enroll voters.

Senator Chandler announced that Representative Peisch, House Chair of the Education Committee, met with the high school principals and a representative of the middle schools to have an open and free flowing discussion about Chapter 222. She forwarded a letter to Senator Chandler indicating the proposed changes that she would like to make to Chapter 222.

It was moved and voice voted to consider a letter from Representative Peisch, House Chair of the Education Committee, relative to recommendations for amendments to Chapter 222 at the next meeting the School Committee.

The meeting adjourned at 10:30 a.m.

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

IN SCHOOL COMMITTEE  
Worcester, Massachusetts  
Thursday, January 21, 2016  
Agenda #5, #5A and #5B

The School Committee of the Worcester Public Schools met in Open Session at 6:40 p.m. in the Council Chamber at City Hall on Thursday, January 21, 2016.

There were present at the Call to Order:

Miss Biancheria, Ms. Colorio, Mr. Foley, Miss McCullough, Mr. Monfredo, Mr. O'Connell and Mayor Petty

It was moved to recess to Executive Session:

- 1. gb #6-51 - Administration Executive Session  
(January 13, 2016)

To discuss strategy in preparation for contract negotiations with nonunion personnel and to conduct negotiations with nonunion personnel – Manager of Special Education and Intervention Services.

To review the Superintendent's search firm proposals to comply with Chapter 30B of the Massachusetts General Laws.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Ms. Colorio, Mr. Foley, Miss McCullough, Mr. Monfredo, Mr. O'Connell, Mayor Petty	7
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Against the motion:	$\frac{0}{7}$
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The motion carried.

The School Committee recessed to Executive Session from 6:41 p.m. to 7:20 p.m.

The School Committee reconvened in Open Session at 7:25 p.m.

There were present at the second Call to Order:

Miss Biancheria, Ms. Colorio, Mr. Foley, Miss McCullough,  
Mr. Monfredo, Mr. O'Connell and Mayor Petty

The invocation was given by Pastor Jay Tilley of Christ  
Baptist Church.

The Pledge of Allegiance was offered and the National  
Anthem was played.

There were present at the second Call to Order:

Miss Biancheria, Ms. Colorio, Mr. Foley, Miss McCullough,  
Mr. Monfredo, Mr. O'Connell, and Mayor Petty

It was moved and voice voted to take up the following  
items out of order:

REPORT OF THE STANDING COMMITTEE

2. The Standing Committee on Finance and Operations met  
at 12:00 p.m. on Monday, December 28, 2015 in Room  
410 at the Dr. John E. Durkin Administration Building.

gb #5-278 - Mayor Petty/Mr. Foley/Miss Ramirez/Mr.  
Monfredo/Ms. Novick (October 8, 2015)

Request that the Administration ask the purchasing agent  
to prepare documents for a Request for Proposal for a  
search firm for the selection of the next Superintendent of  
the Worcester Public Schools.

12-28-15 - STANDING COMMITTEE ACTION

It was moved to recess to Executive Session for the  
purpose of reviewing the Superintendent's search firm  
proposals to comply with Chapter 30B of the  
Massachusetts General Laws.

On a roll call of 2-0-1 (absent-Miss Ramirez), the motion  
was approved.

The members of the Standing Committee on Finance and  
Operations recessed to Executive Session from 12:04  
p.m. to 12:35 p.m.

Request for  
Proposal/  
Superintendent  
of Schools

## 1-21-16 - SCHOOL COMMITTEE ACTION

The School Committee approved the action of the Standing Committee as stated.

Pursuant to action taken in Executive Session, it was moved to reject all bids to do a national search for the next Superintendent of Schools.

Mr. Foley stated that the Standing Committee on Finance and Operations met to review four proposals from various search firms. The recommendation from the Standing Committee was to select Hazard, Young, Attea and Associates as the search firm for their outstanding reputation, outstanding credentials and the past successful experience in Worcester and very competitive pricing. The motion made by Miss Biancheria runs contra to the recommendations of the Standing Committee. Mr. Foley indicated that best practices when searching for a new Superintendent is to first engage in a community-wide strategic planning session, take the time needed to reach out to parents, teachers, students, members of the community and the business community to identify what it is the School Committee is seeking for the district over the next five to ten years.

It was moved and voice voted to suspend the rules to allow the following citizens to speak to the item:

Wayne Griffin  
Len Zalauskas

Mayor Petty then restated the following motion:  
Pursuant to action taken in Executive Session, it was moved to reject all bids to do a national search for the next Superintendent of Schools.

On a roll call of 5-2 (nays-Mr. Foley, Mayor Petty), the motion was approved.

The Urgency of Excellence: Considerations for the Next Superintendent of Schools in Worcester, Massachusetts

3. gb #6-46 - Mr. O'Connell  
(January 13, 2016)

To study the report of the Worcester Regional Research Bureau and the Worcester Education Collaborative, "The Urgency of Excellence: Considerations for the Next Superintendent of Schools in Worcester, Massachusetts", and to consider implementation of the recommendations set forth within it.

It was moved and voice voted to refer the item to the Task Force that Mayor Petty is formulating.

Mr. Monfredo made the following motion:

Request that the Mayor's Task Force also review the community work on the Worcester Comprehensive Community Responsibility Framework.

On a voice vote, the motion was approved.

Miss Biancheria requested that the Clerk of the School Committee provide copies of the Worcester Comprehensive Community Responsibility Framework to all members of the School Committee.

APPROVAL OF RECORDS

Minutes/approval of

4. aor #6-1 - Clerk  
(January 11, 2016)

To consider approval of the Minutes of the School Committee Meeting of Thursday, December 17, 2015.

It was moved and voice voted to approve the Minutes of the School Committee Meeting of Thursday, December 17, 2015.

Minutes/approval of

5. aor #6-2 - Clerk  
(January 11, 2016)

To consider approval of the Minutes of the School Committee Meeting of Monday, January 4, 2016.

It was moved and voice voted to approve the Minutes of the School Committee Meeting of Monday, December 17, 2015.

IMMEDIATE ACTION

6. gb #5-285.1 - Administration/Miss Biancheria/  
Ms. Novick/Mr. Monfredo/  
Mr. O'Connell/Miss Ramirez/  
Mr. Foley/Mayor Petty  
(January 5, 2016) Recognition/  
365Z Foundation

To recognize the following individuals of the 365Z  
Foundation for implementing their program of kindness in  
the Worcester Public Schools:

Rosemary Ford, President  
Paul LaCava, Co-founder  
Ed Gardella, Co-founder

It was moved and voice voted to hold the item for the  
School Committee meeting on Thursday, February 4,  
2016.

7. gb #6-6 - Administration School Committee  
(January 11, 2016) Student  
Representatives/  
input

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

It was moved and voice voted to file the item.

PERSONNEL

8. It was moved and voice voted to file Personnel Items 6-1 –  
6-5.
- 6-1 The Superintendent APPROVED the RETIREMENT of the  
persons named below: Retirements
- Gribouski, Dolores, Manager, Quadrant, Durkin  
Administration Building, effective December 31, 2015.
- Harrity, Paula, Coordinator of Volunteer Services,  
Systemwide, January 5, 2016.
- 6-2 The Superintendent ACKNOWLEDGES the Resignation  
RESIGNATION of the person named below:
- Grady, Jean Lindquist, Psychologist, Systemwide,  
effective December 21, 2015.



Appointments	6-3	<p>The Superintendent has APPROVED the APPOINTMENT of the persons named below:</p> <p>Bland, Ricky, Teacher, ROTC, North, MIP, Step 5, \$62,066.16.</p> <p>Davis, Karen, Special Education, Forest Grove, MA+30, Step 8, \$75,428 effective January 4, 2016. Licensed: Moderate Disabilities Prek-8.</p> <p>Freud, Nancy, Teacher, English as a Second Language, Systemwide, MA+15, Step 6, \$65,689 effective December 9, 2015. Licensed: English as a Second Language Prek-6.</p> <p>Morrow, Dannielle, Teacher, Science, Forest Grove, BA, Step 1, \$45,064 effective December 11, 2015. Licensed: General Science 5-8.</p> <p>Moynagh, Jodi, School Adjustment Counselor, Systemwide, MA, Step 5, \$61,912 effective December 21, 2015. Licensed: School Social Worker/School Adjustment Counselor All Levels.</p> <p>Silva, Ariel, Teacher, Special Education, Systemwide, MA, Step 1, \$50,978. License pending: Speech, Language, Hearing Disorder All Levels.</p> <p>Silva, Katie, Liaison, English Language Arts, Durkin Administration Building, MA, Step 8, \$72,283 effective December 16, 2015. Licensed: English 5-12.</p> <p>Spont, Anne, Teacher, Special Education, Systemwide, MA, Step 2, \$53,437 effective January 11, 2016. License pending: Speech, Language, Hearing Disorder All Levels.</p> <p>Spratt, Jillian, Teacher, Special Education, Systemwide, CAGS/2MA, Step 2, \$58,555 effective January 6, 2016. License pending: Speech, Language, Hearing Disorder All Levels.</p> <p>Torres, Michelle, School Adjustment Counselor, MA, Step 8, \$72,283 effective January 4, 2016. Licensed: School Social Worker/School Adjustment Counselor All Levels.</p>
Appointments	6-4	<p>The Superintendent has provisionally APPOINTED the persons named below to the position of Word Processor, permanent/fulltime at a salary of \$17.74 (minimum) to \$21.58 per hour (maximum) effective as shown:</p>

Foley, Jennifer 11/30/15  
Nicolazzo, Amy 11/30/15  
Ehnstrom, Jillian 1/6/16

- 6-5 The Superintendent has provisionally APPOINTED the persons named below to the position of Junior Custodian, permanent/fulltime at a salary of \$15.28 (minimum) to \$19.17 (maximum), per hour, effective as shown: Appointments

Blash, Aaron 12/14/15  
Cobb, Duane 12/21/15

GENERAL BUSINESS

9. gb #6-7 - Mr. O'Connell/Mr. Monfredo/Miss Biancheria/  
Miss McCullough/Mayor Petty Recognition/  
Deborah B. Goldberg,  
State Treasurer  
(December 15, 2015)

Request that the Administration forward a letter of appreciation, on behalf of the School Committee, to State Treasurer Deborah B. Goldberg for her decision to implement "SeedMA" on a pilot program basis for the students of the Worcester Public Schools.

It was moved and voice voted to forward a letter.

10. gb #6-8 - Mr. O'Connell/Mr. Monfredo/  
Miss Biancheria/Miss McCullough/  
Mayor Petty Recognition/  
Frederick Rushton and  
Philip Palmieri  
(December 15, 2015)

To set a date to recognize former City Councilors Frederick C. Rushton and Philip P. Palmieri for their years of dedication and support on behalf of the Worcester Public Schools and the children of Worcester.

It was moved and voice voted to set the date of Thursday, February 4, 2016.

11. gb #6-9 - Mr. O'Connell/Mr. Monfredo/  
Miss Biancheria/Miss McCullough An Act to Modernize  
Municipal Finance and  
Government/HD 4338  
(December 18, 2015)

To review, and to make recommendations to the Worcester legislative delegation regarding HD 4338, An Act to Modernize Municipal Finance and Government, as filed by Governor Baker.

It was moved and voice voted to refer the item to the Standing Committee on Governance and Employee Issues.

Mr. Monfredo stated that the School Committee will be meeting with the local delegation in March and suggested that HD 4338 be discussed at the meeting.

Donation/Big Y  
Foods, Inc./\$500

- 12. gb #6-10 - Administration  
(December 22, 2015)

To accept donations, in the amount of \$500.00 each, from Big Y Foods, Inc. for Heard Street, Jacob Hiatt Magnet, West Tatnuck and University Park Campus schools.

It was moved to approve the item.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Ms. Colorio, Mr. Foley, Miss McCullough, Mr. Monfredo, Mr. O'Connell, Mayor Petty	7
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Against the motion:	$\frac{0}{7}$
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The motion carried.

Donation/Saint-  
Gobain Corporation  
Foundation/\$250

- 13. gb #6-11 - Administration  
(December 22, 2015)

To accept a donation, in the amount of \$250.00, from Saint-Gobain Corporation Foundation as a matching gift by Susan Popinchalk for the Goddard Scholars Academy.

It was moved to approve the item.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Ms. Colorio, Mr. Foley, Miss McCullough, Mr. Monfredo, Mr. O'Connell, Mayor Petty	7
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Against the motion:	$\frac{0}{7}$
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The motion carried.

14. gb #6-12 - Mr. O'Connell/Mr. Monfredo/Miss Biancheria/  
Miss McCullough/Mayor Petty  
(December 22, 2015) Recognition/set date
- To set a date to recognize and to congratulate Paula Harity, Coordinator of Volunteer Services, on the occasion of her retirement from the Worcester Public Schools, and to thank her for her decades of dedicated service to the children of Worcester.
- It was moved and voice voted to set the date of Thursday, February 4, 2016.
15. gb #6-13 - Mr. O'Connell/Mr. Monfredo/Miss Biancheria/  
Ms. Colorio/Miss McCullough  
(December 23, 2015) Wraparound Program/  
report on success of
- To request a report from the Administration as to the success of the School Wraparound Program in meeting varied and extensive needs of students at Sullivan Middle School, Woodland Academy, Chandler Elementary Community School, Chandler Magnet School, Union Hill School, the University Park Campus School, and the Burncoat Preparatory Academy.
- It was moved and voice voted to refer the item to the Administration, for a Report of the Superintendent at a School Committee Meeting, or through a Friday Letter.
16. gb #6-14 - Mr. O'Connell/Mr. Monfredo/Miss Biancheria/  
Ms. Colorio/Miss McCullough/Mayor Petty  
(December 23, 2015) Recognition/set date
- To set a date to recognize and to congratulate South High Community School teachers Erin Morrissey-Hendricks, Mary Sebring and Tara Vaidya on receiving the Mass Insight Partners in Excellence Advanced Placement Teacher Award, "for their demonstrated teaching excellence through student achievement and exemplary leadership in working with Mass Insight Education on the AP STEM program."
- It was moved and voice voted to set the date of Thursday, February 25, 2016.

- Recognition/set date 17. gb #6-15 - Mr. O'Connell/Mr. Monfredo/Miss Biancheria/  
Ms. Colorio/Miss McCullough/Mayor Petty  
(December 28, 2015)
- To set a date to recognize and to congratulate the following recipients of the 2015 Posse Scholarships:
- Burncoat High School  
Alswell Tulasi, Denison University  
Madelyn McKenney-Lydick, Denison University
- Doherty Memorial High School  
Tavian Vassar, Bucknell University  
D'mone Walker, Centre College
- South High Community School  
Ngoc Ngo, Hamilton College
- Worcester Technical High School  
Esmely Munoz, Bucknell University
- It was moved and voice voted to set the date of Thursday, February 25, 2016.
- Recognition/  
Edward Boamah 18. gb #6-16 - Mr. O'Connell/Mr. Monfredo/Miss Biancheria/  
Ms. Colorio/Miss McCullough/Mayor Petty  
(December 30, 2015)
- To forward a letter of congratulations to Edward Boamah, a senior at Worcester Technical High School, on his selection as Most Valuable Player of the Boston Holiday Challenge Sprints, including his new meet record for the 300 meter event, his qualification for the NB Indoor Nationals, his participation in the record-breaking 4 x 200 relay and his medal for the long jump.
- It was moved and voice voted to forward a letter.
- Superintendent  
Search/internal  
search 19. gb #6-17 - Mr. Monfredo/Mr. O'Connell/Ms. Colorio/  
Miss Biancheria  
(January 6, 2016)
- To request that the School Committee conduct an internal search, under the direction of Mayor Petty, for the next superintendent with a deadline sometime in March for the final interviews.

Mayor Petty asked Mr. Monfredo for a clarification on the word "internal" in the item. Mr. Monfredo stated only qualified employees within the Worcester Public Schools will be able to apply for the position.

Miss Biancheria and Mayor Petty made the following motion:

Request that the item be amended to read as follows:

Request that the School Committee conduct a search that would only include employees of the Worcester Public Schools, under the direction of Mayor Petty and School Committee members, for the next Superintendent with a deadline sometime in March for the final interviews.

On a roll call of 5-2 (nays-Mr. Foley, Mayor Petty), the motion was approved.

Miss Biancheria requested that her name be added as a co-sponsor of the item.

Mayor Petty presented a draft Timeline and stated that if the members had changes or suggestions that they could send them to the Clerk of the School Committee.

It was moved and voice voted to set up the Public Hearings for the selection of the Superintendent of Schools.

Mayor Petty announced that he would be naming two committees. One committee would do the search and the other committee would do the outreach to the public so that all six committee members would have a role in the selection of the next Superintendent.

20. gb #6-18 -Mr. O'Connell/Mr. Monfredo/Miss Biancheria/  
Ms. Colorio/Miss McCullough  
(January 6, 2016)

Alert, Lockdown, Inform,  
Counter, Evacuate (ALICE)  
Program/review of

To review the ALICE program ("Alert, Lockdown, Inform, Counter, Evacuate") – "the first active shooter response program" – as an option for protection of the staff and students of the Worcester Public Schools.

It was moved and voice voted to hold the item for the School Committee on Thursday, February 25, 2015.

- National Register of Historic Places/nominate school buildings 21. gb #6-19 -Mr. O'Connell/Mr. Monfredo/Miss Biancheria (January 6, 2016)
- To determine whether the Worcester Public Schools should nominate any additional buildings or sites for inclusion on the National Register of Historic Places.
- It was moved and voice voted to refer the item to the Standing Committee on Finance and Operations, and seek the advice of Preservation Worcester, the Worcester Historical Commission, and the Worcester Historical Museum.
- Recognition/set date 22. gb #6-20 - Mr. O'Connell/Mr. Monfredo/Miss Biancheria/ Ms. Colorio/Miss McCullough/Mayor Petty (January 6, 2016)
- To set a date to recognize, with gratitude and appreciation, the donation of ten Heart Start defibrillators to the Worcester Public Schools by the Josh Thibodeau Helping Hearts Foundation.
- It was moved and voice voted to set the date of Thursday, March 17, 2016.
- Dr. Rodrigues stated that the Thibodeau Foundation has provided more defibrillators for the Worcester Public Schools beyond Head Start and requested that all the donations from this organization be included in this recognition.
- Mr. O'Connell amended his item to read as follows:
- To set a date to recognize, with gratitude and appreciation, the many donations of defibrillators to the Worcester Public Schools by the Josh Thibodeau Helping Hearts Foundation.
- Recognition/Rachel Dao and Shamus Flynn 23. gb #6-21 -Mr. Monfredo/Mr. O'Connell/Miss Biancheria/ Ms. Colorio/Miss McCullough/Mayor Petty (January 6, 2016)
- Request that the Administration forward letters of congratulations to Rachel Dao, a 12 grader at North High School and Shamus Flynn, a 10<sup>th</sup> grader at South High Community School for their selection as winners in the Martin Luther King, Jr. essay contest.

It was moved and voice voted to forward letters.

24. gb #6-22 - Mr. Monfredo/Mr. O'Connell/Miss Biancheria/  
Ms. Colorio/Miss McCullough/Mayor Petty  
(January 6, 2016)

Recognition/Martin Luther  
King, Jr. Essay and Poetry  
Contest winners

Request that the Administration forward letters of congratulations to the following students for being selected as winners in the Martin Luther King, Jr. essay and poetry contest and to Ann Kahi for receiving the Martin Luther King, Jr. Community Service Award:

Burncoat High School

Paolo Bustos, grade 9

Goddard Scholars Academy

Jessica Cohen, grade 7

Sam Posner, grade 7

Emily Judkins, grade 8

Julia Nguyen, grade 8

North High School

Chris Nguyen, grade 9

Julie Le, grade 11

Wendy Romero, grade 11

Cassandra Cooper, grade 11

Jeyshaliz Aponte, grade 11

South High Community School

Maxine McInnes, grade 10

Osborne Munyambu, grade 10

David Judkins, grade 12

It was moved and voice voted to forward letters.

25. gb #6-23 - Mr. Foley/Mr. O'Connell/Mr. Monfredo/  
Miss Biancheria/Miss McCullough  
(January 8, 2016)

Recess  
Sessions/Playworks/  
potential pilot program

Request that the Administration work with Fallon Health and other interested funders to explore the potential opportunity to implement a pilot program developed by Playworks in several elementary schools that train staff and volunteers to run recess sessions that include positive play, greater levels of exercise and better utilization of limited recreational space.



It was moved and voice voted to refer the item to the Standing Committee on Teaching, Learning and Student Supports.

Miss Biancheria requested that the Administration provide a list of the current playground equipment indicating the condition of all such equipment and include an update on in-house recess.

Recognition/set date 26. gb #6-24 -Mr. O'Connell/Mr. Monfredo/Miss Biancheria/  
Ms. Colorio/Miss McCullough/Mayor Petty  
(January 8, 2016)

To set a date to recognize and to congratulate the following students who were honored by the Worcester County Superintendents' Association, at its Scholars Luncheon for their academic, social and civic achievements:

Burncoat High School  
Laurana Nyman

Claremont Academy  
Jaqueline Alvarez

Doherty Memorial High School  
Aubrey Leary  
Madeleine Lerner

North High School  
Allen Quang  
Rachel Dao

South High Community School  
Kenneth Adusei  
Dominik Danko

University Park Campus School  
Sibgha Javaid

Worcester Technical High School  
Abeeku Bondzie  
Tauny Tambolleo

It was moved and voice voted to set the date of Thursday, March 17, 2016.

27. gb #6-25 - Ms. Colorio/Mr. O'Connell/Mr. Monfredo/  
Miss Biancheria  
(January 8, 2016)

Drug and Alcohol  
Educational  
Program/provide list of

Request that the Administration provide a list of Drug and Alcohol Educational Programs and assemblies scheduled for the 6th, 7th and 8th grade students for the school year 2015-16 academic year.

It was moved and voice voted to refer the item to the Standing Committee on Teaching, Learning and Students Supports.

Ms. Colorio requested that when the item is discussed at the Standing Committee on Teaching, Learning and Student Supports that the program be evaluated in conjunction with supplementary ones, especially those provided by the District Attorney's Office and the Sheriff's Office.

- 29 gb #6-26 - Ms. Colorio/Mr. O'Connell/Mr. Monfredo  
(January 8, 2016)

Kindergarten Entrance Age  
Policy/re-examine

To re-examine the Kindergarten Entrance Age Policy.

It was moved and voice voted to refer the item to the Standing Committee on Teaching, Learning and Students Supports.

- 30 gb #6-27 - Ms. Colorio/Mr. O'Connell/Mr. Monfredo/  
Miss McCullough  
(January 8, 2016)

School Safety Survey

Request that the Administration consider conducting an anonymous school safety survey for teachers.

It was moved and voice voted to refer the item to the Standing Committee on Accountability and Student Achievement.

Mayor Petty requested that the questions and responses be discussed at the Standing Committee on Accountability and Student Achievement in order to add more questions to it, if necessary.

Miss Biancheria requested that the Administration notify the EAW when the item is discussed at the Standing Committee on Accountability and Student Achievement.

Kindergarten  
Assessment/ provide  
list of

31. gb #6-28 - Ms. Colorio/Mr. O'Connell/Mr. Monfredo/  
Miss Biancheria  
(January 8, 2016)

Request that the Administration provide a list of assessments that were administered to kindergarten students for the 2015-16 academic year.

It was moved and voice voted to refer the item to the Administration.

Teacher Climate  
Survey/provide  
results

32. gb #6-29 - Ms. Colorio/Mr. O'Connell/Mr. Monfredo/  
Miss McCullough  
(January 8, 2016)

Request that the Administration provide the most recent results of the Teacher Climate Survey to include all of the teacher comments.

It was moved and voice voted to refer the item to the Standing Committee on Accountability and Student Achievement.

PARCC/opt  
out/forward letter to  
parents

33. gb #6-30 - Ms. Colorio/Mr. O'Connell/Mr. Monfredo/  
Miss Biancheria/Miss McCullough  
(January 8, 2016)

Request that the Administration forward a letter to parents indicating their right to opt their child(ren) out of the PARCC assessment.

Dr. Rodrigues stated that the Administration sought both local and state legal opinions about the legality of the opt out provision. According to the legal opinions, the law states very clearly that the statute does not contain an opt out provision. Therefore, he strongly suggested that letters not be sent out to parents.

Miss Biancheria requested that the item be held to get a legal opinion before we take a vote.

Mayor Petty said he will hold the item to once again get a copy of the legal opinion.

34. gb #6-31 - Ms. Colorio/Mr. O'Connell/Mr. Monfredo/  
Miss McCullough  
(January 8, 2016) Common Core State  
Standards
- Request that the Administration provide an update, by school, on the implementation of the Common Core State Standards.
- It was moved and voice voted to refer the item to the Standing Committee on Teaching, Learning and Student Supports.
35. gb #6-32 - Ms. Colorio/Mr. O'Connell/Mr. Monfredo/  
Miss Biancheria/Miss McCullough  
(January 8, 2016) Professional Development  
Training/Common Core  
State Standards
- Request that the Administration provide a list of the Professional Development training for teachers on the implementation of the Common Core State Standards.
- It was moved and voice voted to refer the item to the Standing Committee on Teaching, Learning and Student Supports.
36. gb #6-33 - Ms. Colorio/Mr. O'Connell/Mr. Monfredo/  
Miss Biancheria/Miss McCullough  
(January 8, 2016) Civics/consider offering
- Request that the Administration consider offering Civics as an elective course at the high school level for the 2016-17 academic year.
- It was moved and voice voted to refer the item to the Standing Committee on Teaching, Learning and Student Supports.
37. gb #6-34 - Mr. Monfredo/Mr. O'Connell/Miss Biancheria/  
Ms. Colorio/Miss McCullough  
(January 11, 2016) CPR Program/search for  
mannequins
- Request that the School Committee and the City Council assist in the search for mannequins or the resources to purchase them to increase the bystander CPR program for secondary students in Physical Education classes.
- It was moved and voice voted to refer the item to the Standing Committee on Finance and Operations and the City Council's Standing Committee on Education.

- Robotics Competition/ encourage students to participate in
38. gb #6-35 - Mr. O'Connell/Mr. Monfredo/Miss Biancheria/ Miss McCullough (January 11, 2016)
- To encourage Worcester secondary schools with robotics programs to consider participation in the 2016 FIRST ("For Inspiration and Recognition of Science and Technology") Robotics Competition.
- It was moved and voice voted to refer the item to the Administration.
- Policies/establish Special Committee for
39. gb #6-36 - Mr. O'Connell/Mr. Monfredo/Miss McCullough (January 11, 2016)
- To establish a Special Committee, consisting of at least three School Committee members, to continue the review of policies proposed for the Worcester Public Schools by the Massachusetts Association of School Committees.
- It was moved and voice voted to refer the item to the Standing Committee on Governance and Employee Issues.
- Violent and Aggressive Behavior/address issue
40. gb #6-37 - Mr. O'Connell/Mr. Monfredo/Ms. Colorio/ Miss McCullough (January 11, 2016)
- To address the incidents of violent and aggressive behavior on the part of students toward teachers, administrators and other staff members in school, including staff development training in responses to student aggression, and consideration of appropriate policies and practices to curtail such incidents.
- It was moved and voice voted to refer the item to the Standing Committee on Teaching, Learning and Student Supports.
- Gymnastics Teams/ student interest in
41. gb #6-38 - Mr. O'Connell/Mr. Monfredo/Ms. Colorio/ Miss McCullough (January 11, 2016)
- To determine whether sufficient student interest exists to form gymnastics teams, in individual schools or on a citywide basis, in cooperation with any private Worcester gymnastics centers willing and able to assist the teams to minimize costs.

It was moved and voice voted to refer the item to the Administration.

42. gb #6-39 - Mr. O'Connell/Mr. Monfredo/Miss Biancheria/  
Ms. Colorio/Miss McCullough  
(January 11, 2016)

Every Student Succeeds  
Act

To review the Every Student Succeeds Act, to address its impact on the Worcester Public Schools, and to consider any options which it provides to states and school districts to modify current practices and to reduce present testing, record-keeping and reporting requirements.

It was moved and voice voted to refer the item to the Standing Committee on Governance and Employee Issues.

43. gb #6-40 - Mr. Monfredo/Mr. O'Connell/Miss Biancheria/  
Ms. Colorio/Miss McCullough  
(January 11, 2016)

Resolutions/submit  
the MASC

To prepare any resolutions which the Worcester School Committee may wish to submit to the 2016 meeting of the Board of Delegates of the Massachusetts Association of School Committees.

It was moved and voice voted to refer the item to the Standing Committee on Governance and Employee Issues.

44. gb #6-41 - Ms. Colorio/Mr. O'Connell/Mr. Monfredo/  
Miss Biancheria/Miss McCullough  
(January 11, 2016)

School Behavior  
Referrals

Request that the Administration provide a chart indicating the number of school behavior referrals, by school, for the 2014-15 academic year.

It was moved and voice voted to refer the item to the Administration.

45. gb #6-42 - Administration  
(January 12, 2016)

STARTS Residencies  
Grant/\$1,800

To accept the STARS Residencies FY16 South High Community School Grant in the amount of \$1,800.

It was moved to approve the item.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Ms. Colorio,  
Mr. Foley, Miss McCullough,  
Mr. Monfredo, Mr. O'Connell,  
Mayor Petty 7

Against the motion: 0  
7

The motion carried.

Statements of Interest/  
Belmont Street Community School/  
Chandler Elementary Community School/  
Gerald Creamer Center/  
Wawecus Road School

46. gb #6-43 - Administration  
(January 13, 2016)

To authorize the Administration to submit Statements of Interest to the Massachusetts School Building Authority for the following Accelerated Repair Projects for 2016:

- Belmont Street Community School:  
Window and Boiler Replacements
- Chandler Elementary Community School  
Window and Boiler Replacements
- Gerald Creamer Center  
Window and Boiler Replacements
- Wawecus Road School  
Window Replacement

It was moved to approve the item and submit it to the Worcester City Council for approval.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Ms. Colorio,  
Mr. Foley, Miss McCullough,  
Mr. Monfredo, Mr. O'Connell,  
Mayor Petty 7

Against the motion: 0  
7

The motion carried.

Statements of Interest/  
Doherty Memorial High School/  
Burncoat High School/  
Worcester East Middle School

47. gb #6-44 - Administration  
(January 13, 2016)

To authorize the Administration to submit Statements of Interest to the Massachusetts School Building Authority for the following projects for major renovation or replacement for 2016:

Doherty Memorial High School (district priority project)  
Burncoat High School  
Worcester East Middle School

It was moved to approve the item and submit it to the Worcester City Council for approval.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Ms. Colorio,  
Mr. Foley, Miss McCullough,  
Mr. Monfredo, Mr. O'Connell,  
Mayor Petty 7

Against the motion:  $\frac{0}{7}$

The motion carried.

48. gb #6-45 - Administration  
(January 12, 2016)

Mileage  
Reimbursement  
Rate/decrease

To approve a decrease in the mileage reimbursement rate from \$0.575 per mile to \$0.54 per mile, effective January 1, 2016, for all represented and non-represented personnel in accordance with the 2016 standard mileage rate established by the Internal Revenue Service.

It was moved to approve the item.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Ms. Colorio,  
Mr. Foley, Miss McCullough,  
Mr. Monfredo, Mr. O'Connell,  
Mayor Petty 7

Against the motion:  $\frac{0}{7}$

The motion carried.



STEM  
Program/provide  
updated reports

49. gb #6-47 - Miss Biancheria/Mr. O'Connell/Mr. Monfredo/  
Ms. Colorio/Miss McCullough  
(January 13, 2016)

Request that the Administration provide an updated report in February, March and April for the STEM Program to include upcoming events, locations and participating schools.

It was moved and voice voted to refer the item to the Administration.

Consultants/provide  
number currently  
working

50. gb #6-48 - Miss Biancheria/Mr. O'Connell/Mr. Monfredo/  
Ms. Colorio  
(January 13, 2016)

Request that the Administration provide the number of consultants that are paid by grant funding or taxpayer dollars currently working in the Worcester Public Schools.

It was moved and voice voted to refer the item to the Administration.

South High  
Community  
School/add  
vocational technical  
programs

51. gb #6-49 - Mayor Petty/Mr. Monfredo/Miss Biancheria/  
Ms. Colorio  
(January 13, 2016)

To consider, as we prepare the Massachusetts School Building Authority proposals for South High Community School, either adding vocational technical programs at the school or converting it into a vocational technical high school.

It was moved and voice voted to refer the item to the Administration.

Mr. Monfredo indicated that he is opposed to converting South High Community School into a vocational technical high school but would support adding vocational technical programs within the school.

SkillsUSA/consider  
joining

52. gb #6-50 - Mayor Petty/Mr. O'Connell/Mr. Monfredo/  
Miss McCullough  
(January 13, 2016)

To consider joining and fully funding Worcester Technical High School's schoolwide participation in SkillsUSA.

It was moved and voice voted to refer the item to the Administration.

It was moved and voice voted to suspend rules to take up the following item from Agenda #5A:

- 53. qb #6-52 - Mayor Petty/Ms. Colorio/Miss McCullough/  
Mr. O'Connell/Mr. Monfredo/Miss Biancheria  
(January 15, 2016)

Charter Schools/vote  
to not lift the cap

Request that the School Committee vote not to lift the cap on Charter Schools.

It was moved to vote not to lift the cap on Charter Schools.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Ms. Colorio, Mr. Foley, Miss McCullough, Mr. Monfredo, Mr. O'Connell, Mayor Petty	7
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Against the motion:	$\frac{0}{7}$
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The motion carried.

Miss Biancheria requested that the vote not to lift the cap on Charter Schools be forwarded to the local legislative delegation.

- 54. Pursuant to action taken in Executive Session, it was moved to approve the contract for the Manager of Special Education and Intervention Services, effective January 22, 2016 as amended.

Contract/Manager of  
Special Education  
and Intervention  
Services/approve as  
amended

On a roll call, the vote was as follows:

For the motion: Ms. Colorio, Mr. Foley, Miss McCullough, Mr. Monfredo, Mr. O'Connell, Mayor Petty	6
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Against the motion: Miss Biancheria	$\frac{1}{7}$
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The motion carried.

Chapter 222/  
endorse  
Representative  
Peisch's  
recommendations

55. gb #6-53 - Mr. Monfredo/Ms. Colorio/Miss McCullough/  
Mr. O'Connell/Miss Biancheria  
(January 19, 2016)

To consider a letter from Representative Peisch, House  
Chair of the Education Committee, relative to  
recommendations for amendments to Chapter 222.

It was moved and voice voted to forward a letter endorsing  
Representative Peisch's recommendations of  
amendments to Chapter 222.

The meeting adjourned at 10:30 a.m.

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

**Worcester Public Schools  
Grant Acceptance Form**

**Grants Received: 2015 – 2016**

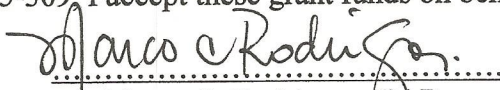
Non-Competitive - Federal

Competitive - Other

Competitive – State

<input checked="" type="checkbox"/> To accept grants totaling \$401,050.00 awarded to the Worcester Public Schools.			
Account	Source/Fund Code	Program	Award Amount
50S41816	Health Foundation of Central Massachusetts	Worcester HEARS	\$401,050.00
	<p>The Worcester HEARS project will implement a research based set of interventions in the areas of trauma-sensitive education and resiliency in the Worcester Public School District. This project will serve at-risk students. The project will work with community partners to share best practices, resources and knowledge, and create a model for more effective, supportive and safe school environments.</p> <p><b>Contact Person:</b> Rodrigues</p>		
	<b>Contact Person:</b>		
	<b>Contact Person:</b>		
	<b>Contact Person:</b>		
	<b>Contact Person:</b>		

Under the authority granted to me by the Worcester School Committee, November 19, 2015, Item gb #5-309, I accept these grant funds on behalf of the Worcester School Committee.

  
 \_\_\_\_\_  
 Marco C. Rodrigues, Ed.D.  
 Interim Superintendent of Schools

1-16-16  
 \_\_\_\_\_  
 Date

**GRANTS REPORT  
2015-2016**

Fund	Grant	Purpose/Priorities	Amount
THFCM	Worcester HEARS	<p>The Worcester HEARS Project will implement a strategic, trauma sensitive schools model based on best practices developed by two partnering organizations: Mass Advocates for Children and the Massachusetts Task Force on Behavioral Health and Public Schools to accomplish five goals:</p> <p>Goal 1: Enhance intervention schools, and create a safer and more supportive environment.</p> <p>Goal 2: Enhance educator knowledge and teachers will implement trauma sensitive approaches to their practice.</p> <p>Goal 3: Build resilience within students at HEARS schools. Resilience is defined as: Emotional awareness, self-regulation, impulse control, optimism, flexible and accurate thinking, empathy, self-efficacy and the ability to reach out to teachers or peers for help.</p> <p>Goal 4: Increase and strengthen district partnerships, including higher education organizations, non-profits, and mental health agencies.</p> <p>Goal 5: Increase and strengthen family engagement within the participating school community.</p>	\$401,050.00



# Worcester HEARS: IMPLEMENTATION PROJECT GRANT SUMMARY

## Significant Health Anomaly

The Worcester Healthy Environments and Resiliency in Schools (HEARS) project will address the significant health anomaly of *Adverse Childhood Experiences* (ACEs). The Center for Disease Control and Prevention defines ACEs as: “Childhood abuse, neglect, and exposure to other traumatic stressors.”<sup>1</sup> This includes: physical abuse, sexual abuse, emotional abuse and neglect<sup>2</sup>. The Kaiser Permanente Foundation collected an extensive dataset tracking the effect of Adverse Childhood Experiences on adult health outcomes, and found “a graded relationship between the number of categories of childhood exposure and each of the adult health risk behaviors and diseases that were studied<sup>3</sup>. This research has guided the field of childhood trauma and Adverse Childhood Experiences since the report came out in 1998. The CDC claims that child maltreatment has serious early life and late life effects on individuals. In the short term (childhood) ACEs can negatively effect brain development, cognitive and social emotional abilities, and language development. In the long term (adulthood) it can cause blindness, cerebral palsy, high risk for heart, lung liver and other diseases and anxiety, and can indicate a high risk for smoking, alcohol and drug abuse<sup>4</sup>.

The societal effect of childhood trauma and maltreatment is extremely high, and according to According to the past president of the American Academy of Pediatrics, “Children’s exposure to Adverse Childhood experiences (ACES) is the greatest unaddressed public health threat of our time.”<sup>5</sup> The Worcester HEARS project will address the widespread and severe public health anomaly of Adverse Childhood Experiences within selected Worcester Public Schools, and work to create a more trauma informed and resilient school district.

## Target Group

The Worcester Public School District is a large, diverse, low income urban school district composed of 44 schools. The five schools chosen as Worcester HEARS pilot schools consists of a high minority, low income population that is representative of the district as a whole. Students struggle with poverty, homelessness, language barriers, and a lack of infrastructure in the area of the city in which schools are located. The chart below illustrates the size of each school, and several relevant indicators in student demographics. These students are the target population for the Worcester HEARS grant program. The information is current as of the end of the 2014-2015 school year.

The target schools are: *Rice Square elementary, Grafton St. elementary, Roosevelt elementary, City View elementary, and Worcester East Middle School.*

The Worcester School District is a diverse district, and the subset of students included in the pilot schools represent a variety of racial backgrounds, economic backgrounds, and disciplinary records. This set of target schools includes a wide age group, Kindergarten through 8<sup>th</sup> grade.

All students in the five schools will participate in the HEARS program, as it will include a universal intervention for all students within the five schools. Parents and families will be heavily recruited to participate as well. They will receive streamlined access to behavioral and mental health services, training in trauma and its effect on learning, and their input will be valuable in the planning process of the grant. We have already reached out to a variety of community partners in the North Quadrant, who will assist the district in communicating with families in the target neighborhoods.

Teachers and school support staff will be introduced to the HEARS program through their principals, and a large workshop with all participating HEARS educators in August, 2016. This will include a workshop by Joel Ristuccia, a national expert in Trauma and Learning. They will have an opportunity to provide feedback on the workshop itself, and the eventual plan for changes to school practices. Teachers who are interested in more responsibility will apply to take a sequence of four Lesley courses which will prepare them to be leaders within their school on Trauma Sensitive Education.

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1 <http://www.cdc.gov/violenceprevention/cestudy/findings.html>

2 <http://www.cdc.gov/violenceprevention/childmaltreatment/index.html>

3 [http://www.ajpmonline.org/article/S0749-3797\(98\)00017-8/abstract](http://www.ajpmonline.org/article/S0749-3797(98)00017-8/abstract)

4 <http://www.cdc.gov/violenceprevention/childmaltreatment/consequences.html>

5 <http://www.centerforyouthwellness.org/what-we-are-doing/policy--advocacy/>

## IMPLEMENTATION PROJECT GOALS

- Goal 1: The Worcester HEARS project will enhance intervention schools, and create a safer and more supportive environment:
- Goal 2: The Worcester HEARS Project will enhance educator knowledge and teachers will implement trauma sensitive approaches to their practice:
- Goal 3: The Worcester HEARS project will build resilience within students at HEARS schools. Resilience is defined as: Emotional awareness, self-regulation, impulse control, optimism, flexible and accurate thinking, empathy, self-efficacy and the ability to reach out to teachers or peers for help.
- Goal 4: The Worcester HEARS Project will increase and strengthen district partnerships, including higher education organizations, non-profits, and mental health agencies
- Goal 5: The Worcester HEARS Project will increase and strengthen family engagement within the participating school community.

## STRATEGIES

To accomplish the above goals, we will implement a strategic, trauma sensitive schools model based on best practices developed by two partnering organizations: Mass Advocates for Children and the Massachusetts Task Force on Behavioral Health and Public Schools. These two organizations have collaborated to publish a state wide list of recommendations and best practices in creating safe and supportive schools titled the *Behavioral Health and Public Schools Framework*, and an organizational tool titled *The Flexible Framework*. Our project will use both of these important tools to inform and guide our work.

The Behavioral Health and Public Schools Framework provides detailed guidance in district level changes and background research. It was based on findings from a detailed survey across the state on individual school needs in the area of public health. We have used these tools as a guide to shape the strategies used in Worcester HEARS.

*The Worcester HEARS project will implement interventions in three tiers:*

**Tier I: Universal Interventions:** Interventions that will target and effect all students within HEARS schools. These include:  
A) School wide enhancements in pedagogy and discipline, in order to create a safer and supportive school environment: Specific practices and changes will be aligned with State guidance, and training will be provided by Lesley University and The Community of Practice Working group. This will be the most significant strategy in the Worcester HEARS project, and have the widest effect.

B) Social and Emotional Learning curriculum: The HEARS project will begin with a school wide exploration into the practices and pedagogy techniques that may affect students with trauma. In Year 2 of the grant, we will invest in a research based, proactive social and emotional learning curriculum that matches the needs of each school, such as Restorative Justice training, enhanced PBIS implementation, Mindfulness Training, or other curriculum recommended by the Collaborative for Academic, Social and Emotional Learning (CASEL) or the SEARCH Institute.

**Tier II: Targeted Interventions:** These interventions will target students who are having some academic or behavioral difficulty, but are not in need of intensive services. These interventions include:

A) Meeting with the HEARS Support Team to identify best practices for educators within the school.

B) Restorative Justice Action: Including conflict resolution with teachers and staff.

C) If necessary, connection to outside agencies for non-clinical support. Can include leadership building activities, after school clubs, etc...

**Tier III: Intensive Interventions:** These interventions will target students who have serious behavioral or safety issues: They often require immediate de-escalation and support.

A) We will work with our community partners and the Hears Support Team to create an enhanced and more effective referral system for behavioral health services.

B) We will allow behavioral health agencies to provide counseling afterschool, on site with students and families in Worcester HEARS schools.

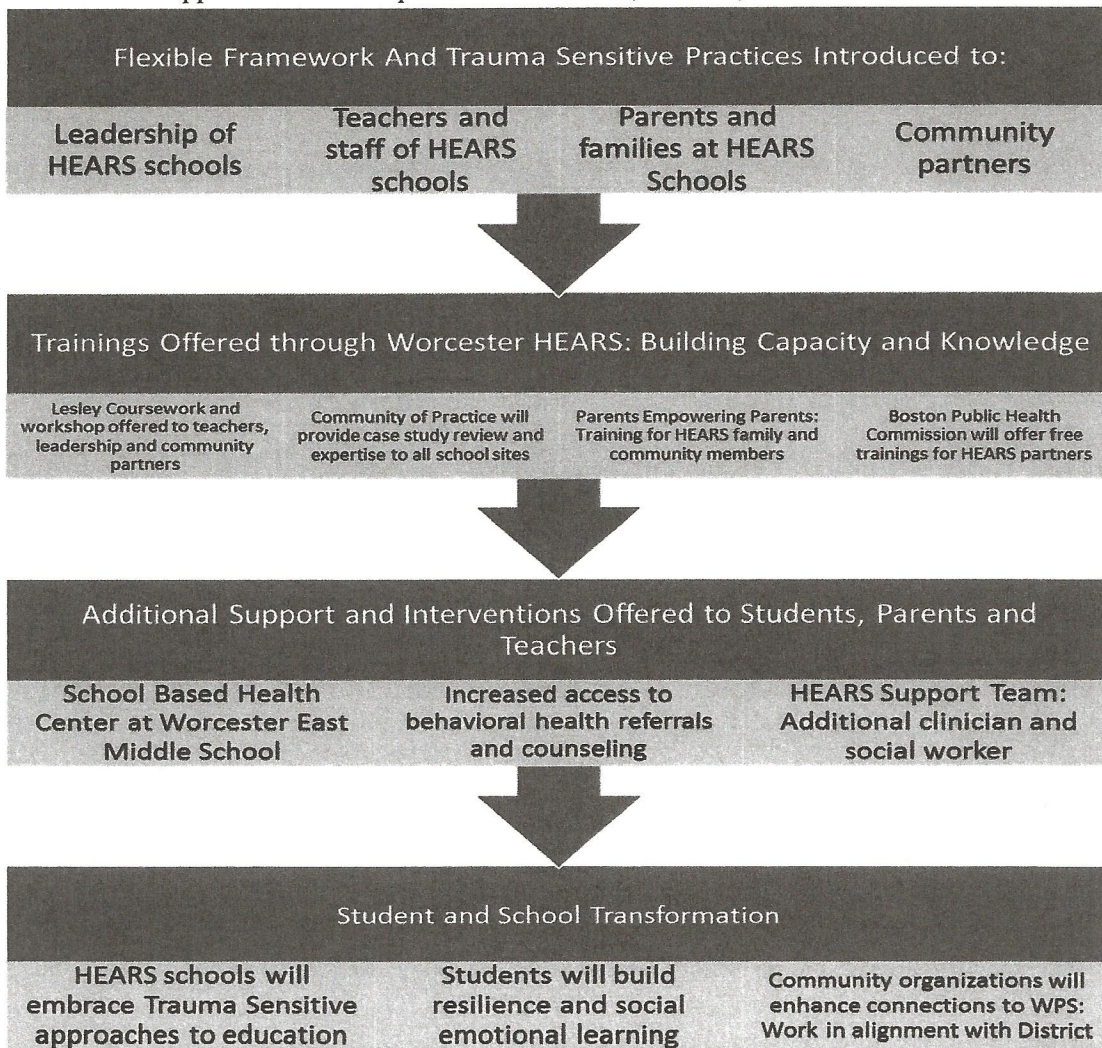


C) The HEARS Support Team will provide support to school staff who are struggling with students who need de-escalation. The HEARS Support Team can provide immediate, first response support and connect the student with the appropriate clinical service.

To ensure that schools are prepared for this work, and that students have access to the necessary resources, we will hire two staff members that will form the HEARS Support Team (HST). The two staff, a Clinician and Social Worker, will work with students in need of immediate intervention, connect students to the appropriate resources, and work with individual teachers to build classroom practices which will support all students.

**Worcester HEARS: Logic Model**

The Logic Model below illustrates the groups that will receive training through the HEARs grant, the trainings that will be offered, and the additional supports that will be provided to students, families, and educators.



## **Interventions and Training**

**The Flexible Framework:** The Flexible Framework is designed to help school districts develop a plan for integrating trauma-sensitive routines and individual supports into the school day. Our initiative will engage both families and community providers in planning for a collaborative, evidence based model and implementation plan to address the impact of toxic stress, or ACES on Worcester's young people and to implement a universal approach for building resilience in students. Worcester HEARS will accomplish this through (1) providing training and ongoing support to teachers, parents and caregivers and community based youth development workers (2) aligning a trauma-informed response across the three principal environments of school, home, and community.

The Flexible Framework is still a new model, and the Worcester Public Schools will work with our evaluator, Dr. Mary Brolin to evaluate its effectiveness across the five participating school sites. The six areas of focus are based on the Flexible Frameworks theory of action, and are aligned with the implementation strategies recommended by the Trauma and Learning Policy Institute.

**Hears Support Team:** The Worcester Public Schools will hire one Behavioral Health Clinician and one Licensed Social Worker to support all five HEARS sites in their implementation of the Flexible Framework throughout the HEARS project. This team will provide immediate interventions with highly disregulated students, connect students to additional community resources if necessary, and offer guidance to teachers and staff within HEARS sites. The two professionals will work alongside school staff at all five sites to build trauma sensitive education practices into all teachers' daily pedagogy. This team will work directly with the Community of Practice working group to identify behavioral health services that are available to students in need, and connect the students with those resources.

**Lesley University Training:** In partnership with Massachusetts Advocates for Children and Harvard Law School, as well as the Oak Foundation, Lesley has created a sequence of courses that focus on trauma, designed explicitly for school-based educators, administrators, and other staff. If teachers complete the four courses in the sequence, they will receive a Trauma and Learning Professional Certificate. The courses examine the impact of traumatic experience on student learning (both academic and social/emotional) and provide a structured approach to individual and school wide interventions.

### **School Based Health Center**

The organization Family Health Center of Worcester has agreed to partner with the Worcester HEARS project, and open a School Based Health Center in Worcester East Middle School, the largest HEARS site. This School Based Health Center will be an important component of the HEARS program, as it will combine health and dental services with key behavioral health services in Worcester East Middle School. Students will have access to counseling, healthcare, and another safe space within their building. The behavioral health staff will also collaborate with teachers to implement the Flexible Framework, and integrate trauma sensitive practices into their daily work. The School Based Health Center will host a full time Nurse Practitioner, a full time Medical Coordinator, and a full time Behavioral Health Provider. All salaries in the Health Center will be largely offset by billing student health insurances for medical services provided. This will build sustainability within the program, and ensure its success beyond grant completion.

**Community of Practice and Family and Community Engagement Working Groups:** The Community of Practice and Family and Community Engagement working groups will provide vital community participation in the HEARS project. Both groups are composed primarily of community partners, and have been meeting monthly for the duration of the planning grant period to shape the implementation plan, and educate the Worcester Public School staff members on resources available within the Worcester community. During the implementation period, these working groups will continue to meet, and their work will help ensure the sustainability of the HEARS project.

### **Timeline**

The Worcester HEARS implementation period will begin in February 2016. Between February and June, the groundwork for the school wide implementation will be put into place, including training of necessary staff and community organizations. In the fall of 2016, all participating schools will begin the Flexible Framework Process, and teachers will receive targeted Lesley training. The program will be fully implemented in schools by December 2016. At that point, the HEARS team will apply for the next year of funding from The Health Foundation of Central Massachusetts.

### **Evaluation**

The Worcester HEARS evaluation aims to provide readily-useful information to document program implementation and assess outcomes. The evaluation will assess (1) process, including implementation of trainings and the flexible framework, the community of practice, and family and community engagement efforts, as well as partners taking part in the work groups; and (2) outcomes in terms of changes in knowledge, attitudes and behaviors among those trained; school climate, and student attendance, disciplinary referrals, and mental health referrals and access.

### **Outcomes**

If the program is successful, the Worcester HEARS pilot schools will see:

- By 2019, students in integration schools will demonstrate significantly lower levels of chronic absenteeism relative to students in comparison schools.
- By 2019, students in integration schools will significantly reduce their level of disciplinary referrals/infractions relative to students in comparison schools.
- By 2019, teachers in integration schools will have significantly less turnover relative to teachers in comparison schools, after accounting for retirements and any positive turnover.
- By 2019, students in integration schools will demonstrate higher rates of stability relative to students in comparison schools.
- By 2019, students in integration schools will significantly increase their academic achievement (e.g., standardized testing scores) relative to students in comparison schools.
- Educators within the intervention schools will show improvements in their knowledge, attitudes and behaviors concerning trauma and learning relative to their baseline assessment.
- 95% of the educators who complete the Lesley course will receive passing grades.
- By 2019, students in integration schools will significantly reduce their level of disciplinary referrals/infractions relative to students in comparison schools.
- By 2019, students in integration schools will significantly increase their academic achievement (e.g., standardized testing scores) relative to students in comparison schools.
- By 2019, students in integration schools will significantly reduce their level of disciplinary referrals/infractions for trauma related categories relative to students in comparison schools.
- The Community and Family Engagement Framework will be reviewed and accepted by community partners and the school district.
- The Community of Practice Framework will be reviewed and accepted by community partners and the school district
- Community agencies will be able to run services for students at school sites, after school.
- Community agencies will help teachers and school leaders develop Flexible Framework Action Plans.
- Parents and family members will show increased engagement and participation within school sites.
- Parents will be involved in creating the final Flexible Framework Action Plans.
- The number of parents involved in school site councils will increase at each school.
- At least 5 parents will complete the full six-session WCCC People Empowering People training.

**BUDGET 2016-2017**

Budget Line Item	Amount	Amount from		Total
	requested	other sources		
	from THFCM	Cash	In-kind	
Personnel	\$ 165,035	\$ -	\$ 10,900	\$ 175,935
Tuition Payments	\$ 18,750	\$ 18,750	\$ -	\$ 37,500
Substitutes	\$ 5,625	\$ -	\$ -	\$ 5,625
Stipends (Hourly)	\$ 11,250	\$ -	\$ -	\$ 11,250
Consultants	\$ 146,900	\$ -	\$ 1,000	\$ 147,900
Supplies	\$ 6,500	\$ -	\$ -	\$ 6,500
Evaluation	\$ 43,000	\$ -	\$ -	\$ 43,000
Indirect @ 1%	\$ 3,990	\$ -	\$ -	\$ 3,990
	\$ -	\$ -	\$ -	\$ -
<b>Total</b>	\$ 401,050	\$ 18,750	\$ 11,900	\$ 431,700

**Worcester Public Schools  
Grant Acceptance Form**

**Grants Received: 2015 – 2016**

Competitive - Federal

Competitive - Other

Competitive – State

<input checked="" type="checkbox"/> <i>To accept grants totaling \$2,200.00 awarded to the Worcester Public Schools.</i>			
Account	Source/Fund Code	Program	Award Amount
50S11516	Mass Cultural Council	Stars Residencies – University Park Campus School	\$2,200.00
<p>Through this residency, students will gain a deeper understanding of the human experience surrounding issues and challenges in their community. They will also learn techniques to build empathy through art to advocate for positive solutions to these challenges.</p> <p><b>Contact Person:</b> Meade-Montaque/St. Louis</p>			
<b>Contact Person:</b>			
<b>Contact Person:</b>			
<b>Contact Person:</b>			
<b>Contact Person:</b>			
<b>Contact Person:</b>			
<b>Contact Person:</b>			

Under the authority granted to me by the Worcester School Committee, November 19, 2015, Item gb #5-309, I accept these grant funds on behalf of the Worcester School Committee.

Marco C. Rodrigues  
 Marco C. Rodrigues, Ed.D.  
 Interim Superintendent of Schools

1-22-16  
 Date

**GRANTS REPORT  
2015-2016**

<b>Fund</b>	<b>Grant</b>	<b>Purpose/Priorities</b>	<b>Amount</b>
MCC	STARS Residencies	<p>The purpose of this STARS Residency Program is to bring a Creative Youth Development perspective to reinforce lessons of a year-long Journalism curriculum.</p> <p>Students will demonstrate technical mastery of basic media skills in order to translate their journalistic research into shareable photography, video, and digital audio.</p> <p>They will demonstrate an understanding of various storytelling techniques to transmit information as narrative.</p> <p>Students will develop a framework for Critical Media Literacy, which helps them see beyond reading texts to bring in context and social impact to their understanding. They will be able to use this understanding to demonstrate objectivity and transparency of bias in their own writing.</p>	\$2,200.00

**Use of Funds**  
Consultants  
Materials

These funds have been awarded to University Park Campus School

**Worcester Public Schools  
 Grant Acceptance Form**

**Grants Received: 2015 – 2016**

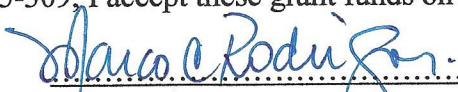
Non-Competitive - Federal

Competitive - Other

Competitive – State

<input checked="" type="checkbox"/> To accept grants totaling \$2,405.00 awarded to the Worcester Public Schools.			
Account	Source/Fund Code	Program	Award Amount
50S11616	Worcester Arts Council	Making Connections-Mandala Weaving	\$2,405.00
	To create an artistic and symbolic expression of a community. The hope is that this art project will help to raise self-esteem and build a sense of community for Jacob Hiatt Magnet School.		
	Contact Person: Montaque/Datta		
	Contact Person:		
	Contact Person:		
	Contact Person:		

Under the authority granted to me by the Worcester School Committee, November 19, 2015, Item gb #5-309, I accept these grant funds on behalf of the Worcester School Committee.

  
 .....  
 Marco C. Rodriguez, Ed.D.  
 Interim Superintendent of Schools

1-22-16  
 .....  
 Date

**GRANTS REPORT  
2015-2016**

<b>Fund</b>	<b>Grant</b>	<b>Purpose/Priorities</b>	<b>Amount</b>
WAC	Making Connections- Mandala Weaving	<p>This project will involve six-classrooms at Jacob Hiatt Magnet School. An Introductory session as well as three days of work with the students and a culminating event at which time the Mandala, a visual symbol of community, will be constructed at an arts festival.</p> <p>The project has been developed to create an artistic and symbolic expression of a community. The projects have been offered in many settings. From the colors of the weaving, to the representations of people, to the shapes of woven areas and textures of the weaving, the completed Mandala is a symbol and celebration of each community.</p>	\$2,405.00

**Use of Funds**  
Consultant  
Materials

These funds have been awarded to Jacob Hiatt Magnet School



*Worcester Public Schools  
Office of Grants Management*

**Grant Acceptance Form**

**Name of Grant:** Innovation Schools Implementation

**Type of Funder:** Massachusetts Department of Elementary and Secondary Education

**Awarded Amount:** \$75,000.00

**Grant Funding Period:** January 19, 2016 through June 30, 2016

**Project title:** Innovation Schools Implementation

**Program coordinator:** Ricci Hall

**Purpose:** To provide district and schools support for the implementation of approved Innovation Plans during the 2015-2016 academic year. In a continued effort to support high-quality implementation, the focus of the FY 16 cycle will be on the identified start-up needs of high-impact; break-the-mold approved Innovation Plans.

**Description of the program:** To harness the autonomies of the Innovation School regulation to provide a first-class education aimed at college, career, and civic readiness for all students in a 7-12 middle/high school. Autonomies in curriculum, professional development, school calendar, budgeting, district policies and procedures, and staffing will support key programmatic and design elements in pursuit of this goal.

**Program location:** Claremont Academy

**Outcomes and Measures:** To both foster and measure the growth of students towards meeting the college and career readiness goals of the Innovation School over time and to help develop career readiness, internships, and explorations that are solid and thoughtful, thus Linking the college and career readiness work of the school with the post-secondary career aspirations of students.

**GRANTS REPORT  
2015-2016**

Fund	Grant	Purpose/Priorities	Amount
157	Innovation Schools Implementation	<p>Claremont Academy will harness the autonomies of the Innovation School regulation that will support the following key programmatic and design elements in pursuit of a first-class education aimed at college, career, and civic readiness for all students:</p> <ul style="list-style-type: none"> <li>• All honors, college preparatory foundational curriculum for all students</li> <li>• Personalized inventory, preparation, and assessment of each student to ensure college, career, and civic readiness</li> <li>• Gateway performances at grades 8, 10, and 12 to assess, measure, and develop college, career, and civic readiness</li> <li>• Early college experiences, career-related internships, and civic-minded community service integrated into the curriculum to give students a full view of post-secondary life</li> <li>• Integrated social emotional learning and mentorship that is aimed at helping students cope with trauma, poverty, and the challenged of being a first generation college student</li> <li>• Strategic partnerships that will help build a Pre-K through 16, cradle to college Innovation Zone that will ensure a first-class educational experience for Main South neighborhood kids</li> <li>• Support and tracking of Claremont alumni to ensure that students are persevering through post-secondary experiences towards productive citizenship</li> <li>• A powerful collaborative professional learning culture</li> </ul>	\$75,000.00

**Use of Funds**

Funds must be consistent with applicable state and/or federal requirements

These funds have been awarded to Claremont Academy

*Worcester Public Schools  
Office of Grants Management*

**Grant Acceptance Form**

**Name of Grant:** Pre-School Expansion Planning Grant

**Type of Funder:** Massachusetts Department of Early Education and Care

**Awarded Amount:** \$40,000.00

**Grant Funding Period:** January 22, 2016 through June 30, 2016

**Project title:** Pre-School Expansion Planning Grant

**Program coordinator:** Laurie Kuczka

**Purpose:** To support the development of a strategic plan to expand preschool opportunities for Worcester's children through the city's mixed delivery system.

**Description of the program:** To develop an asset map, needs assessment and capacity assessment alongside surveys and family and educator focus groups to construct a comprehensive system addressing the whole child including health, mental health and food and housing security.

**Program location:** Worcester Public Schools

**Project Outcomes and Measures:** Project is completed on time and on budget and goals are met and total costs fall within agreed upon limits

**GRANTS REPORT  
2015-2016**

<b>Fund</b>	<b>Grant</b>	<b>Purpose/Priorities</b>	<b>Amount</b>
Mass DEEC	Preschool Expansion Planning Grant	<p>To support the development of a strategic plan to expand preschool opportunities by leveraging the work that has been completed in overall Birth to 3<sup>rd</sup> Grade Alignment in concert with the following activities:</p> <ul style="list-style-type: none"> <li>a) Needs Assessment &amp; Research</li> <li>b) Expansion Planning</li> <li>c) Teacher Capacity and Program Quality</li> <li>d) Comprehensive Services &amp; Family Engagement</li> <li>e) Inclusion</li> <li>f) Curriculum &amp; assessment</li> <li>g) Birth to Grade 3 Alignment</li> </ul>	\$40,000.00