

Committee Members
Laura Clancey, Chair
Molly McCullough, Vice-Chair
Jermaine Johnson

Administrative Representative
Brian Allen

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

AGENDA #9

The Standing Committee on GOVERNANCE AND EMPLOYEE ISSUES will hold a virtual meeting:

on: October 23, 2023
at: 4:30 p.m.
virtually: <https://worcesterschools.zoom.us/j/88949059993?pwd=YjMvWGZEdDRnTkJ3Z1VkSmFGRUVqdz09> Passcode: 116224 Telephone:
US: +1 929 205 6099 or +1 301 715 8592 Webinar ID: 835 4552
2201

ORDER OF BUSINESS

I. CALL TO ORDER

II. ROLL CALL

III. GENERAL BUSINESS ITEMS TAKEN IN EXECUTIVE SESSION

IV. GENERAL BUSINESS
gb 3-143.1 McCullough
(May 23, 2023)

To review the current standing committees and make any changes, if necessary, in light of the Administration reorganization and upcoming structure change to the Worcester School Committee after the 2023 election.

V. ADJOURNMENT

O. General Business
McCullough
(May 23, 2022)

ITEM: gb 3-143.1
S.C. MEETING: 10-23-23

ITEM:

To review the current standing committees and make any changes, if necessary, in light of the Administration reorganization and upcoming structure change to the Worcester School Committee after the 2023 election.

PRIOR ACTION:

6-1-23: Referred to Governance and Employee Issues from the full School Committee; Member O'Connell Novick made an amendment to add to the item "...in light of the Administration reorganization and upcoming structure change..."
On a roll call of 7-0, the item was referred to Governance and Employee Issues as amended.

BACKUP:

Annex A (4 pages) contains the response from Administration.

RECOMMENDATION OF MAKER:

Refer to the Standing Committee on Governance and Employee Issues.

RECOMMENDATION OF THE ADMINISTRATION:

Concurs.



WORCESTER PUBLIC SCHOOLS

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Dr. John E. Durkin
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20 Irving Street
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Date: October 19, 2023
Item Number: gb 3-143
Item: To review the current standing committees and make any changes, if necessary, in light of the upcoming structure change to the Worcester School Committee after the 2023 election.
Attachment: n/a
Recommendation: Consideration of Administration's Response
Response:

As the number of School Committee members will increase from 7 to 9 it provides the opportunity to review the functionality of the existing standing committee structure. The existing committee structure is the following:

Name	Administrator	Purpose
Finance & Operations	Deputy Superintendent	<ul style="list-style-type: none"> • Full oversight of the budget & financial reports • Issues of payroll, procurement, and financial management and planning • Provides for facilities management, repair, and capital planning • Oversees the operational aspects of the district (Departments of School Nutrition, Student Transportation, Information Technology, and School Safety)
Governance & Employee Issues	Chief People Officer	<ul style="list-style-type: none"> • Review, update, and/or institute all policies governing the Worcester Public Schools. • Responsible for issues related to employees/staff including human resource recruitment, hiring, retention, and evaluations
School & Student Performance	Director of Research & Accountability	<ul style="list-style-type: none"> • Inquire into and report on matters pertaining to measures of district and school-level performance and improvement,

		research and program evaluation, student assessment, and accountability planning
Teaching, Learning, and Student Supports	Assistant Superintendent	<ul style="list-style-type: none"> ● Addresses topics, policies and practices related to curriculum, instruction, assessment, professional development, instructional materials, and student support services ● Monitors and reviews the structures and processes integral to the delivery of the core curriculum ● Focuses as well on supplemental and intervention instruction, designed to meet the academic and social-emotional needs of students ● Addresses the content and annual edits to the Student Handbook and the Policies Handbook and refers them to the Standing Committee on Governance and Employee Issues prior to approval by the Full School Committee.

The Administration would like to put forth two recommendations/options for consideration that are provide in the following pages.

Option 1

In this option, every School Committee member would serve on 2 Standing Committees. The Vice Chair would only serve on one Standing Committee due to this position's responsibility of providing oversight of agenda development.

Name	Administrator	Purpose
Finance & Operations	Chief Finance Officer/Chief of Operations	<ul style="list-style-type: none"> • Full oversight of the budget & financial reports • Issues of payroll, procurement, and financial management and planning • Provides for facilities management, repair, and capital planning • Oversees the operational aspects of the district (Departments of School Nutrition, Student Transportation, Information Technology, and School Safety)
Governance & Policy	Deputy Superintendent	<ul style="list-style-type: none"> • Review, update, and/or institute all policies governing the Worcester Public Schools.
Employee Issues	Chief People Officer	<ul style="list-style-type: none"> • Responsible for issues related to employees/staff including human resource recruitment, hiring, retention, and evaluations
School & Student Performance	Director of Research & Accountability	<ul style="list-style-type: none"> • Inquire into and report on matters pertaining to measures of district and school-level performance and improvement, research and program evaluation, student assessment, and accountability planning, including monitoring Strategic Plan implementation
Teaching, Learning, and Student Supports	Assistant Superintendent	<ul style="list-style-type: none"> • Addresses topics, policies and practices related to curriculum, instruction, assessment, professional development, instructional materials, and student support services • Monitors and reviews the structures and processes integral to the delivery of the core curriculum • Focuses as well on supplemental and intervention instruction, designed to meet the academic and social-emotional needs of students • Makes recommendations for the content and annual edits to the Student Handbook and the Policies Handbook and refers them to the Standing Committee on Governance and Employee Issues prior to approval by the Full School Committee.

Option 2

In this option, student performance would be included in meetings of the Standing Committee on Teaching, Learning, and Student Support and aligned to the Strategic Plan. There would be 4 School Committee members per Standing Committee. Each standing committee may have to meet more frequently, but it also could simplify the calendaring of meetings.

Name	Administrator	Purpose
Finance, Operations, & Governance	Deputy Superintendent	<ul style="list-style-type: none"> ● Full oversight of the budget & financial reports ● Issues of payroll, procurement, and financial management and planning ● Provides for facilities management, repair, and capital planning ● Oversees the operational aspects of the district (Departments of School Nutrition, Student Transportation, Information Technology, and School Safety) ● Review, update, and/or institute all policies governing the Worcester Public Schools. ● Responsible for issues related to employees/staff including human resource recruitment, hiring, retention, and evaluations
Teaching, Learning, and Student Success	Assistant Superintendent	<ul style="list-style-type: none"> ● Addresses topics, policies and practices related to curriculum, instruction, assessment, professional development, instructional materials, and student support services ● Monitors and reviews the structures and processes integral to the delivery of the core curriculum ● Focuses as well on supplemental and intervention instruction, designed to meet the academic and social-emotional needs of students ● Makes recommendations for the content and annual edits to the Student Handbook and the Policies Handbook ● Inquire into and report on matters pertaining to measures of district and school-level performance and improvement, research and program evaluation, student assessment, and accountability planning, including monitoring Strategic Plan implementation