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

## AGENDA #2

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

on: Thursday, January 19, 2023  
at: 5:00 p.m. Executive Session  
6:00 p.m. Regular Session  
in: Esther Howland South Chamber, City Hall

### ORDER OF BUSINESS

#### **A. General Business Items taken in Executive Session**

gb 3- 40 -Administration  
(January 11, 2023)

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Educational Association of Worcester, Units A/B.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Educational Association of Worcester, Instructional Assistants Unit.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – NAGE R1-16 Cafeteria Workers.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations - Massachusetts Laborers’ District Council for and in behalf of Worcester Public Service Employees Local Union 272 of the Laborers’ International Union of North America, AFL-CIO, Custodians.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares –

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

To discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares – Anna Karam v. Worcester Public Schools, et al., Worcester Superior Court, Civil Action No. 2185-CV-0048-D.

**B. Call to Order**

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

**D. Roll Call**

**E. Consent Agenda**

i. Approval of Minutes

AOR 3-1 - Clerk  
(January 6, 2023)

To consider approval of the Minutes of the School Committee Meeting of Thursday, November 17, 2022.

AOR 3-2 - Clerk  
(January 5, 2023)

To consider approval of the Minutes of the School Committee Meeting of Thursday, December 1, 2022.

AOR 3-3 - Clerk  
(January 6, 2023)

To consider approval of the Minutes of the School Committee Meeting of Thursday, December 15, 2022.

AOR 3-4 - Clerk  
(January 12, 2023)

To consider approval of the Minutes of the School Committee Meeting of Thursday, January 5, 2023.

ii. Approval of Donations

gb 3-47 - Administration  
(January 11, 2023)

To consider approval of the following donations:

- \$1,000 from Girls on the Run to Burncoat Middle School.
- \$500 from Sunbelt rentals to South High School's Diesel program.
- \$2,500 from Fallon Health to Lincoln Street School for the Breezy's Basement and Juniper's Food Pantry.

iii. Notification of Personnel Records

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

Belsito, Joseph Worcester Technical, Teacher, Vocational, Paint/Décor-74, 22-Dec-22  
Bisson, Kevin, Forest Grove Middle School, Teacher, Phys Education, 09-Dec-22  
Boulais, Jennifer, DAB, Officer Administration, Human Resource, 16-Dec-22  
Bowden, Ana, North High School, Teacher, English, Secondary, 22-Dec-22  
Brown, Samuel, Grafton Street, Teacher, Elementary, Intermediate, 02-Dec-22  
Fox, Ashley, Clark Street, Teacher, Elementary, Preschool, 22-Dec-22  
Goulart, Kaitlin, Forest Grove, Teacher, Special Ed, Mod Disabilities, 31-Dec-22  
Hundt, Anna, Flagg Street, Teacher, Special Ed, Mod Disabilities, 22-Nov-22  
Kubicki, Victoria, Vernon Hill, Teacher, Elementary, Primary, 02-Dec-22  
Kutarnia, Gina, Vernon Hill, Teacher, Elementary, Primary, 25-Nov-22  
Maguire, Meaghan, Systemwide Teacher, Music, 22-Dec-22  
Mulvey, Katharine, Systemwide Speech & Language Pathologist, SpEd, 28-Nov-22  
Pinto, Marrissa, Systemwide Speech & Language Pathologist, SpEd, 09-Jan-23  
Root, Caroline, Thorndyke Road, Teacher, Elementary, Intermediate, 25-Nov-22

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

Noone, Andrew, Systemwide Teacher, Music, Elementary, 27-Dec-22  
Nyman, Helayne, Worcester Technical, Vocational, Health Services-74, 04-Nov-22

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

Battersby, Urszula, Systemwide, Special Education, MA, 6, 07-Nov-22  
Bowes, Michael, Systemwide, Psychologists, CAGS/2, M, 9, 28-Nov-22  
Buckley, Christine, Worcester Technical, Vocational Education, VL 6, 9, 07-Nov-22  
Cardogno, Rachel, Chandler Magnet, Bilingual, BA, 4, 03-Jan-23  
Carlisle, Andrew, Worcester Technical, Vocational Education, VL 3, 6, 03-Jan-23  
Carreno, Ercilia, Burncoat High School, ESL, BA, 4, 03-Jan-23  
Cataldo, Rebecca, Flagg Street, Special Education, MA+15, 1, 15-Dec-22  
DeSimone, Kathleen, Gates Lane, English as a Second Language, BA, 3, 14-Nov-22  
Desko, Kathleen, Worcester Technical High, Mathematics, BA, 1, 19-Dec-22  
Desmarais, Genevieve, Vernon Hill, Elementary, BA, 1, 03-Jan-23

DiLeo, Lindsey, Burncoat High School, Coping Instructor, CAGS/2, M, 9, 22-Nov-22  
 Dillon, Megan, North High School, Coping Instructor, MA, 1, 21-Nov-22  
 Galicia, Germana, Fanning Building - Transition Program, SpEd, BA, 7, 14-Nov-22  
 Gilberg, John, Worcester Technical High, Vocational Education, VL 6, 9, 19-Dec-22  
 Hill, Dorothy, Woodland Academy, Special Education, BA+15, 9, 03-Jan-23  
 Jachowicz, Michele, Quinsigamond, Elementary, MA, 2, 05-Dec-22  
 Komenos, Jennifer, Flagg Street, Special Education, MA, 1, 28-Nov-22  
 LaFlamme, Jennifer, Systemwide, Special Education, MA, 3, 28-Nov-22  
 Lally, Stephanie, Elm Park Community, Elementary, BA, 1, 03-Jan-23  
 Lam, Peter, Belmont Community, Music, BA, 1, 03-Jan-23  
 Lawrence, Rachel, Thorndyke Road, Elementary, MA, 2, 07-Nov-22  
 Lerdal, Heather, Systemwide, Special Education, MA, 9, 08-Dec-22  
 Lopez, Joselyn, Chandler Magnet, Elementary, BA, 1, 14-Dec-22  
 Malkowski, Karolina, Woodland Academy, ESL, MA, 2, 01-Dec-22  
 Martinez Rivera, Karina, Systemwide, Psychologists, MA, 4, 19-Dec-22  
 McDonald, Tyrel, Challenge Academy, Social Studies, BA, 2, 21-Nov-22  
 McGill, Melissa, City View, English as a Second Language, BA, 2, 03-Jan-23  
 Mellen, Amy, Worcester Technical High, Vocational Education, VL 3, 9, 07-Nov-22  
 Mimnaugh, Katie, Systemwide, Special Education, MA, 6, 07-Nov-22  
 Moriarty, Jillian, Forest Grove Middle School, Health, BA, 8, 03-Jan-23  
 Muhlidis, Arianna, Systemwide, Elementary, BA, 2, 07-Nov-22  
 Paulynice, Jean Paul, Systemwide, ESL, MA+15, 1, 17-Nov-22  
 Price, Samantha, Belmont Community, Elementary, BA, 1, 04-Jan-23  
 Roman, Carola, Burncoat Middle School, Foreign Language, MA, 3, 03-Jan-23  
 Spont, Anne, Systemwide, Special Education, MA, 8, 07-Nov-22  
 Taborda, Jaimee, Claremont Academy, Art, MA+30, 9, 12-Dec-22  
 Vessella, Rebecca, Sullivan Middle School, Mathematics, BA, 1, 09-Jan-23  
 Wilson, DeYandre, Claremont Academy, Science, CAGS/2, M, 4, 21-Nov-22  
 Woods, Sophronia, Claremont Academy, Guidance, CAGS/2, M, 9, 09-Jan-23

- iv. Initial filing of individual recognitions
- v. Notices of interest to the district or to the public

**F. Items for Reconsideration**

**G. Held Items**

gb 3-23 - Mailman  
 (December 20, 2022)

Request that the Administration review scheduling options for Chapter 74 programs in the WPS comprehensive high schools, in an effort to increase shop time to more closely mirror Worcester Technical School's schedule of alternating between one week of shop and one week of classroom instruction.

gb 3-24 - Kamara  
(December 23, 2022)

To receive an update on the outsourcing of mental health services to external providers to meet the needs of wellness for our students; including total number of organizational applicants, which schools have a service provider, and what services will be rendered per school.

**H. Recognition**

gb 3-2 - Novick  
(December 17, 2022)

To recognize Brian Allen, Sara Consalvo, Nancy Blomstrom, Akshay Guru Rajkumar, Mohammed Siddiqui, Ivanna Then, Liam Young, and Leah Lambert for the tenth consecutive Association of School Business Officers International Meritorious Budget Award for the fiscal year 2023 Worcester Public Schools budget.

**I. Public Comment**

Any member of the public may address the Committee regarding any item before them for two (2) minutes. Those speaking will state their name, their residence, and the item on which they wish to speak for the record. Those speaking may do so in person or via remote participation. Those wishing to address the Committee in a language other than English are asked to notify the Clerk of the Committee in advance, so the Committee may be provided with an interpreter. Members of the Committee may not respond to the comments of the public at the meeting.

**J. Public Petition**

gb 3-35 - Petition  
(January 5, 2023)

To consider the Worcester Regional Research Bureau's latest report, *Governing for Excellence: Worcester Public Schools' Evolution in Governance*.

**Recommendation of Administration**

Accept and file.

gb 3-36 - Petition  
(January 5, 2023)

To consider approval of a request to donate sick days for a paraeducator at Norrback Avenue School.

**Recommendation of Administration**

Refer to the Standing Committee of Governance and Employee Issues.

**K. Report of the Superintendent**

ROS 3-2 - Administration  
(January 13, 2023)

FROM HERE, ANYWHERE... TOGETHER: Advancing Multi-Lingual Learners' Success

**Recommendation of Administration**

Accept and file.

**L. Reports of the Standing Committees**

**M. Student Advisory Committee Items**

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

gb 3-37 - Administration  
(January 10, 2023)

To consider approval of the FY23 STARS Residency Grant for Worcester Technical High School in the amount of \$5,950 administered by the Massachusetts Cultural Council.

**Recommendation of Administration**

Approve on a roll call.

gb 3-38 - Administration  
(January 10, 2023)

To consider approval of the FY23 FC181 English Learner Education Support in the amount of \$421,326.00 from The Center for School and District Partnership (CSDP) /DESE.

**Recommendation of Administration**

Approve on a roll call.

**O. General Business**

gb 3-29 - Administration  
(January 3, 2023)

To consider approval of the Job Description of the Physical Security Systems Administrator.

**Recommendation of Administration**

Approve on a roll call.

gb 3-30 - Administration  
(January 5, 2023)

To consider approval of the Job Description of the WorkDay Implementation Specialist.

**Recommendation of Administration**

Approve on a roll call.

gb 3-31 - Administration  
(January 4, 2023)

To authorize the Administration to enter into an agreement for the lease of space for up to nine years for the district's Special Education Alternative School.

**Recommendation of Administration**

Approve on a roll call.

gb 3-32 - Administration  
(January 4, 2023)

To authorize the Administration to enter into an agreement for the lease of space for up to twenty years for the district's Special Education Transitions Program.

**Recommendation of Administration**

Approve on a roll call.

gb 3-33 - Administration  
(January 4, 2023)

To authorize the Administration to resubmit a Statement of Interest to the Massachusetts School Building Authority for Burncoat High School (district priority project) for major renovation or replacement for 2023.

**Recommendation of Administration**

Approve on a roll call and submit to the Worcester City Council for its approval.

gb 3-34 - McCullough  
(January 5, 2023)

To explore streaming options for athletics and other activities and either develop an in-house process or send out to bid for districtwide options to be put in place as soon as possible.

**Recommendation of Administration**

Refer to the Standing Committee of Teaching, Learning and Student Supports.

gb 3-39 - Administration  
(January 11, 2023)

Pursuant to G.L. c. 71 §§ 37E and 37F and the recommendation of the Superintendent, the School Committee hereby authorizes employment of Iandoli Desai & Cronin P.C. as legal counsel for the City of Worcester, Worcester Public Schools for the sole purpose of conducting legal services to secure H-1B visa for an existing employee for an amount not to exceed \$5,000.

**Recommendation of Administration**

Accept and file.

gb 3-41 - Clancey  
(January 11, 2023)

To review and update, if necessary, the Social Media Policy.

**Recommendation of Administration**

Refer to the Standing Committee of Governance and Employee Issues.



gb 3-42 - Kamara  
(January 11, 2023)

To explore a review of the certified nursing assistant job and salary and to conduct review of similar CNA positions in similar school districts.

**Recommendation of Administration**

Refer to the Standing Committee of Teaching, Learning and Student Supports.

gb 3-43 - Kamara  
(January 11, 2023)

To review the steps of accessing accommodation services for students on IEP per the Individual and disability education Act (IDEA) and the roles that administration and parent/guardians.

**Recommendation of Administration**

Refer to the Standing Committee of Teaching, Learning and Student Supports.

gb 3-44 - Kamara  
(January 11, 2023)

To review the process of students needing accommodation for extra time for exams or tests.

**Recommendation of Administration**

Refer to the Standing Committee of Teaching, Learning and Student Supports.

gb 3-45 - Mailman  
(January 11, 2023)

To resume public reporting of health data and absences while COVID is still prevalent in the city.

**Recommendation of Administration**

Refer to the Administration.

gb 3-46 - Administration  
(January 12, 2023)

To consider amending the out-of-state/country field trip policy.

**Recommendation of Administration**

Refer to the Standing Committee of Governance and Employee Issues.

**P. ANNOUNCEMENTS**

**Q. ADJOURNMENT**

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

The Worcester Public Schools is an Equal Opportunity/Affirmative Action Employer/Educational Institution and does not discriminate regardless of race, color, ancestry, sex, gender, age, religion, national origin, gender identity or expression, marital status, sexual orientation, disability, pregnancy or a related condition, veteran status or homelessness. The Worcester Public Schools provides equal access to employment and the full range of general, occupational and vocational education programs. For more information relating to Equal Opportunity/Affirmative Action, contact the Human Resource Manager, 20 Irving Street, Worcester, MA 01609, 508-799-3020.

- i. APPROVAL OF RECORDS  
Clerk  
(December 21, 2022)

ITEM – AOR 3-1  
S.C. MEETING – 1-19-23

ITEM:

To consider approval of the Minutes of the School Committee Meetings of Thursday, November 17, 2022.

PRIOR ACTION:

BACKUP:

Annex A (3 pages) contains a copy of the Minutes of the School Committee Meeting of Thursday, November 17, 2022.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Approve on a roll call.



IN SCHOOL COMMITTEE  
Worcester, Massachusetts  
Thursday, November 17, 2022  
Agenda #29

The School Committee of the Worcester Public Schools met at 6:00 p.m. in the Esther Howland Chamber at City Hall on Thursday, November 17, 2022.

There were present at the Call to Order: Ms. Clancey, Mr. Johnson, Ms. Kamara, Ms. Mailman, Ms. McCullough, Ms. O'Connell Novick and Mayor Petty.

Also present: Dr. Monárrez, Dr. Friel, Mr. Allen, Ms. Boulais and Dr. Morse.

**1. General Business Items taken in Executive Session**

gb 2-235 – Administration (August 25, 2022)

The School Committee recessed from Executive Session at 5:50 p.m. and reconvened in Open Session at 6:00 p.m.

There were present at the second Call to Order:

Ms. Clancey, Mr. Johnson, Ms. Kamara, Ms. Mailman, Ms. McCullough, Ms. O'Connell Novick and Mayor Petty.

The Pledge of Allegiance was offered and the National Anthem was played. A moment of silence was held for Isaac Bowes and Paul Ford.

**2. Consent Agenda**

**3. Public Comment**

Crystal Buckley, art teacher for WPS, addressed educator prep time and need for pay increases.

Chris Brennan, English teacher for WPS, addressed pay increases not keeping up with inflation or surrounding districts.

Jeffery Killabruue, paraprofessional at WPS, asked for higher pay and increased training.

Ruth Rodrigues Fay spoke to higher Latino suspension rates and the issue of treating all of our students equally.

**4. Report of the Superintendent**

ROS 2-11 – Administration (November 17, 2022)

FROM HERE, ANYWHERE...TOGETHER: THE HIGH SCHOOL EXPERIENCE

Dr. Sippel provided an overview of high school accountability indicators for 2019-2022.

Will Foley presented the current high school offerings and secondary programs.

Kareem Tatum spoke to the Student Advisory Council and Ellen Kelly provided insight into student responses to areas of improvement.

Dr. Morse addressed the next steps to take as a district based on the above mentioned areas.

Student Representative Emma R. spoke to the admission process to the accelerated programs within

the district and it should be reevaluated. It should not be based solely on MCAS scores since it is not fair to students who are not good test takers.

On a voice vote, the item was accepted and filed.

5. **Report of the Student Advisory Committee**

Emma R encouraged Sensitivity Training to be given at district schools.

Kendra A. supported the need for Sensitivity Training especially since staff needs to appropriately address diverse populations.

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

gb 2-295 Administration (November 9, 2022)

To consider approval of the \$22,000 Youth Reach Returning Grant from the Mass Cultural Council (FY23 – yr – 17726).

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

gb 2-296 Administration (November 9, 2022)

To consider approval of the \$35,000.00 Parent Child and Support Grant from the Popplestone Foundation.

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

6. **General Business**

gb 2-18.18 - Administration/Novick/Clancey/Johnson/Kamara/Mailman  
(October 24, 2022)

Response of the Administration to the request to update the community on the Worcester Public Schools and COVID.

Dr. Monárrez provided the following update on COVID cases from the last report (one week as compared to the previous 3 week totals):

The Superintendent provided the following data from November 10th-16<sup>th</sup>.

Burncoat – 5 students and 3 staff tested positive, attendance rate: students-91.6%, staff -90.24%

Doherty- 11 students and 6 staff tested positive, attendance rate: students-90.2%, staff -91.7%

North- 6 students and 3 staff tested positive, attendance rate: students-91.9%, staff-90.9%

South- 8 students and 9 staff tested positive, attendance rate: students-90.82%, staff -90.74%

Total 32 students tested positive; 87 less than last reported

Total 26 staff tested positive; 66 less than last reported.

Total student attendance is 91.14% and total staff attendance is 91.24%

On a voice vote, the item was held until the next meeting.

gb 2- 297 Johnson  
(November 9, 2022)

To explore the feasibility of extending lunch time in secondary schools by at least ten (10) minutes.

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

gb 2-298 Clancey  
(November 9, 2022)

Request that the Administration work with the City Clerk's office to find alternate polling locations that are not within the Worcester's public school buildings.

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

gb 2-299 Novick  
(November 15, 2022)

To adopt policy language governing district engagement with the Worcester Police Department.

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

On a roll call of 7-0, the meeting was adjourned at 7:28 p.m.

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





- i. APPROVAL OF RECORDS  
Clerk  
(December 21, 2022)

ITEM – AOR 3-2  
S.C. MEETING – 1-19-23

ITEM:

To consider approval of the Minutes of the School Committee Meetings of Thursday, December 1, 2022.

PRIOR ACTION:

BACKUP:

Annex A (4 pages) contains a copy of the Minutes of the School Committee Meeting of Thursday, December 1, 2022.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Approve on a roll call.



IN SCHOOL COMMITTEE  
Worcester, Massachusetts  
Thursday, December 1, 2022  
Agenda #30

The School Committee of the Worcester Public Schools met at 6:00 p.m. in the Esther Howland Chamber at City Hall on Thursday, December 1, 2022.

There were present at the Call to Order: Ms. Clancey, Mr. Johnson, Ms. Kamara, Ms. Mailman, Ms. McCullough, Ms. O'Connell Novick and Mayor Petty

Also present: Dr. Monárrez, Dr. Friel, Mr. Allen, Ms. Boulais and Dr. Morse.

**7. General Business Items taken in Executive Session**

gb 2-235 – Administration (August 25, 2022)

The School Committee recessed from Executive Session at 5:50 p.m. and reconvened in Open Session at 6:00 p.m.

There were present at the second Call to Order:

Ms. Clancey, Mr. Johnson, Ms. Kamara, Ms. Mailman, Ms. McCullough, Ms. O'Connell Novick and Mayor Petty

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

**2. Consent Agenda**

**3. Recognition**

To recognize Margaret "Peggy" Holloway from the Transportation Department for her quick thinking and action during an emergency situation on October 17, 2022.

Mayor Petty and Dr. Monárrez presented Margaret Holloway with a certificate of recognition.

**4. Public Comment**

Molly Hein spoke to the Bargaining Units A/B, paraeducators and bus drivers regarding an increase in wages.

Melissa Verdier spoke regarding a Charter School being proposed at Old Sturbridge Village.

gb 2-303 - Novick  
(November 25, 2022)

To submit public comment regarding the proposed "Worcester Cultural Academy Charter School" as designated under MGL Ch. 71, sec. 89 (h), which reads "Before final approval to establish a commonwealth charter school, the board shall hold a public hearing on the application in the school district in which the proposed charter school is to be located and solicit and review comments on the application from the local school committee of each school district from which the charter school is expected to enroll students and any contiguous districts."

Ms. Novick recommended that committee members submit testimony for the December 9th hearing at Quinsigamond Community College.

Mr. Allen spoke to an application of a proposed new Charter School to be located possibly at Old Sturbridge Village and inquired as to how it would compare to what is offered through the Worcester Public Schools.

School Committee member Novick requested that The School Committee go on record as opposing the opening of a new Charter School.

School Committee member Novick requested that the Administration contact the State Delegation to offer public testimony in opposition to the opening of a new Charter School at 9:00 am February 21, 2023 in Malden, MA.

School Committee member Novick requested that the City Council go on record as opposing the opening of a new Charter school.

School Committee member Mailman requested that the system reach out to other organizations, to include the MASC, for their support in opposition to a proposed new Charter School.

On a roll call of 7-0, the motions were approved.

#### **4. Public Petition**

To consider a proposal by a student at Forest Grove Middle School relative to health vending machines in schools and provide school nutrition feedback.

On a roll call of 7-0, the item was held.

#### **5. Report of the Superintendent**

ROS 2-16 – Administration  
(November 16, 2022)

##### **STUDENT WELLNESS AND BEHAVIOR STRATEGY**

Data was reviewed from Fall to Fall regarding student wellness and behaviors and strategies were proposed to support wellness regarding Social Awareness, Emotion Regulation, Self-Efficacy and Growth Mindset.

Current WPS related law enforcement incidents were reviewed since August 29, 2022.

The youth in grades 6-10 have higher needs, are struggling with managing interpersonal relationships and conflicts, have increased anxiety and depression, are struggling with social media influences, are challenged with verbal and electronic bullying behaviors and are struggling with biases from peers and adults.

SEL (Social Emotional Learning) and restorative practices were reviewed.

School climate and culture team systems and structures were reviewed along with removing barriers to implementation. The roles of the District office and the School level teams were reviewed.

On a voice vote, the item was accepted and filed.

#### **6. Report of the Student Advisory Committee**

The student representative requested that the policy regarding the walking distance to school be reconsidered.

## 7. **General Business**

gb-2-301 - Novick  
(November 22, 2022)

Request that the incoming State Delegation file and work with fellow committees to advocate for passage of, a bill similar to H2426, providing for the use of school bus camera video to ticket those who fail to stop for the flashing red lights of a stopped school bus. Communicate to the State Delegation and forward to School Committees via MASC.

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

gb-2-302 - Novick  
(November 22, 2022)

To investigate the use of agenda management software tools.

On a roll call of 7-0, the item referred to the Administration.

gb 2-304 – Kamara  
(November 23, 2022)

To review state funding under CH90 to rehab existing roadways as funding that can be used for sidewalks in critical areas where they are needed near Worcester Public Schools.

This topic was discussed at the Education Standing Committee council meeting with the City Manager.

On a roll call of 6-1, the item was filed.

gb 2-305 – Kamara  
(November 23, 2022)

To consider offering courses in Latin and Greek in the Worcester public high schools.

The item will be reviewed by Administration with the World Language program and multi-lingual program review.

On a roll call of 7-0, the item was referred to the Administration.

gb 2-306 – Administration  
(November 23, 2022)

To consider approval of the FY22 Mask Reimbursement Grant through the Department of Elementary and Secondary Education's Office of Financial Management in the amount of \$69,713.16.

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

gb 2-307 – McCullough  
(November 19, 2022)

To consider including conduct and effort grades to grading policies.

On a roll call of 7-0, the item was referred to the Standing Committee of Teaching, Learning, and Student Supports.

gb 2-240.1 - Administration/Administration  
(September 27, 2022)

To consider approval of the proposed Policy for Employee Use of Social Media, Websites, Blogs, & Other Online Social Tools.

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

On a roll call of 7-0, the meeting was adjourned at 7:18 p.m.

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

- i. APPROVAL OF RECORDS  
Clerk  
(December 21, 2022)

ITEM – AOR 3-3  
S.C. MEETING – 1-19-23

ITEM:

To consider approval of the Minutes of the School Committee Meetings of Thursday, December 15, 2022.

PRIOR ACTION:

BACKUP:

Annex A (5 pages) contains a copy of the Minutes of the School Committee Meeting of Thursday, December 15, 2022.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Approve on a roll call.





The School Committee of the Worcester Public Schools met in Open Session at 6:00 p.m. in the Esther Howland Chamber at City Hall on Thursday, December 15, 2022.

There were present at the second Call to Order:

Ms. Clancey, Mr. Johnson, Ms. Kamara, Ms. Mailman, Ms. McCullough, Ms. O'Connell Novick and Mayor Petty

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

**1. Consent Agenda**

i. Approval of Minutes

ii. Approval of Donations

On a roll call of 7-0 the consent agenda was approved.

**2. Recognition**

To award former Worcester Public School Committee member Senator Harriette L. Chandler the 2022 Thomas P. "Tip" O'Neil Award.

Mayor Petty and Dr. Monárrez presented Senator Harriette Chandler with the award and thanked her for her lifetime contribution to education.

**3. Public Petitions**

Three students from Forest Grove Middle School spoke on Healthy Vending Machines.

On a roll call of 7-0, the item was referred to the Standing Committee Finance and Operations.

Melissa Verdier spoke to gb 2-318 regarding the donation of sick days to staff.

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

**4. Public Petitions**

Molly Hein spoke to the financial offer of Bargaining Units A/B.

Margot Barnet thanked the Administration for the 0-203.3 MOU.

Melissa Verdier spoke to the issues of attaining and retaining our educators.

**5. Report of the Superintendent**

ROS 2-16 – Administration  
(November 23, 2022)

FROM HERE, ANYWHERE...TOGETHER:  
CRAFTING THE NEXT CHAPTER WPS- Initial Themes

Dr. Monárrez provided additional information on her tour of schools. The data was collected through meetings in person and virtually, centrally and targeted locations ACE, Centro, different settings through the city and at different times in various languages. Had translation in top 7 language at every meeting and community events. Centro was specifically held in Spanish and translated in English. At each parent forum we also had childcare available and light refreshments. Met with staff, superintendent advisory, and a different group of HS students, alternative programs.

The questions that were answered included the strength of the district (“glow”) which included the diversity of the community and students and the dedication and caring of teachers and staff. Also addressed were the opportunities for improvement (“grow”) which included Safety – majority of safety concerns was centered on physical building safety. Also addressed were Communication, Equitable access to programs, staff diversity, transportation, paraprofessionals seeking more learning opportunities and teachers looking for more resources to support Els.

On a voice vote, the item was accepted and filed.

**6. Report of the Standing Committees**

The Standing Committee on School and Student Performance met on Monday, November 7, 2022 at 5:00 p.m. in Room 410 at the Durkin Administration Building. On a roll call of 7-0, the minutes were accepted.

The Standing Committee on Finance and Operations met on Wednesday, November 9, 2022 at 5:00 p.m. in Room 410 at the Durkin Administration Building. On a roll call of 7-0, the minutes were accepted.

The Joint Meeting of Finances and Operations and City Council's Education Committee met on Monday, November 21, 2022 at 5:00 p.m. in Room 410 at the Durkin Administration Building. The minutes were Held.

The Standing Committee on Governance and Employee Issues met on Monday, December 5, 2022 at 5:00 p.m. in Room 410 at the Durkin Administration Building. On a roll call of 7-0, the minutes were accepted.

The Standing Committee on Finance and Operations met on Thursday, December 8, 2022 at 5:45 p.m. in Room 410 at the Durkin Administration Building. On a roll call of 7-0, the minutes were accepted.

## **7. Report of the Student Advisory Committee**

1. Implementation of drivers' education classes within the WPS. The item was referred to the Standing Committee on Teaching, Learning and Student Supports.
2. Affinity groups – It was requested that affinity groups be funded through the district. The item was the item was referred to the Standing Committee on Finance and Operations and The Budget.
3. Broaden opportunities for students outside of STEM. The item was referred to the Standing Committee on Teaching, Learning and Student Supports.

## **8. Report of Grants and other Finance Items**

On a roll call of 7-0, the following items were approved collectively.

gb-2-308 - Administration (November 21, 2022)

To consider approval of a donation of \$2500 from the vendor Helen of Troy to Worcester Technical High School.

gb-2-309 - Administration (December 2, 2022)

To consider approval of a prior fiscal year payment in the amount of \$5,182.35 to Valley Collaborative.

gb 2-310 – Administration (December 2, 2022)

To consider approval of a prior fiscal year payment in the amount of \$41,352.91 to Devereux Advanced Behavioral Health.

gb-2-315 - Administration (November 9, 2022)

To consider approval of a grant of \$3000 for FY22 Whole Foods Kids Foundation Garden Program.

## **9. General Business**

gb 2-18.18 - Administration/Novick/Clancey/Johnson/Kamara/Mailman  
(October 24, 2022)

Response of the Administration to the request to update the community on the Worcester Public Schools and COVID.

The Superintendent provided data from December 1 -14, 2022:

Burncoat – 16 students and 10 staff tested positive, attendance rate: students-88.76%, staff - 76.5%

Doherty- 52 students and 18 staff tested positive, attendance rate: students-90%, staff - 72.8%

North- 36 students and 35 staff tested positive, attendance rate: students-88.25%, staff - 73.6%

South- 43 students and 24 staff tested positive, attendance rate: students-89.4%, staff - 71.6%

Total 148 students tested positive; 75 more than last reported

Total 107 staff tested positive; 58 more than last reported.

Total student attendance is 89.11% and total staff attendance is 72.6%  
The percentages for both staff and students are overall percentages, does not differentiate for COVID.

gb 2-203.3 – Johnson (July 13, 2022)

Response of the Administration to the request that the Superintendent update the School Committee on the Memorandum of Understanding between the Worcester Police Department for School Liaison Officers and provide updates at subsequent School Committee meetings to include plans for a working MOU.

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

On a roll call of 7-0, the following items were approved collectively.

gb 2-311 – Administration (2022)

To consider approval of a prior fiscal year payment for 2 staff members for mentoring in the amount of \$416 for each employee.

gb 2-312 – Administration (December 5, 2022)

To consider approval of a donation of a Water Bottle Rocket Launcher- value \$300 to use for STEM week events and beyond.

gb 2-313 – Administration (November 23, 2022)

To consider approval of a donation of Engineering is Elementary (value \$7500) to use to restock items for current kits in place in our curriculum.

gb 2-314 - Administration (December 2, 2022)

Pursuant to G.L. c. 71 §§ 37E and 37F and the recommendation of the Superintendent, the School Committee hereby authorizes employment of Attorney Frederick L. Sullivan of the Springfield, Massachusetts law firm Sullivan, Hayes & Quinn LLC, as legal counsel for the City of Worcester, Worcester Public Schools for the sole purpose of conducting independent Human Resources investigations into certain employee workplace complaints. The employment of Attorney Sullivan shall include Attorney Meghan B. Sullivan and Attorney Gordon D. Quinn, and such other members and employees of the firm of Sullivan, Hayes & Quinn as may be designated by Attorney Frederick Sullivan.

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

gb 2-316 - Administration (December 8, 2022)

To consider approval of the Job Description of the Assistant Environmental Health and Safety Coordinator.

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

gb 2-317 - Administration (December 8, 2022)

To consider approval of the Job Description of the Assistant Director of Intramural and Interscholastic Athletics.

On a roll call of 7-0, the item was held.

gb 2-319 - Novick (December 8, 2022)  
To consider the Budget Calendar.

On a roll call of 7-0, the item was referred to the Standing Committee on Finance and Operations.

On a roll call of 7-0, the meeting was adjourned at 8:52 p.m.

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



- i. APPROVAL OF RECORDS  
Clerk  
(December 21, 2022)

ITEM – AOR 3-4  
S.C. MEETING – 1-19-23

ITEM:

To consider approval of the Minutes of the School Committee Meetings of Thursday, January 5, 2023.

PRIOR ACTION:

BACKUP:

Annex A (6 pages) contains a copy of the Minutes of the School Committee Meeting of Thursday, January 5, 2023.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Approve on a roll call.





IN SCHOOL COMMITTEE  
Worcester, Massachusetts  
Thursday, January 5, 2023  
Agenda #1

The School Committee of the Worcester Public Schools met at 6:00 p.m. in the Esther Howland Chamber at City Hall on Thursday, January 5, 2023.

There were present at the Call to Order: Ms. Clancey, Mr. Johnson, Ms. Kamara, Ms. Mailman, Ms. McCullough, Ms. O'Connell Novick and Mayor Petty

Also present: Dr. Monárrez, Dr. Friel, Mr. Allen, Ms. Kue and Dr. Morse.

**8. General Business Items taken in Executive Session**

gb 2-235 – Administration (August 25, 2022)

The School Committee recessed from Executive Session at 5:50 p.m. and reconvened in Open Session at 6:00 p.m.

There were present at the second Call to Order:

Ms. Clancey, Mr. Johnson, Ms. Kamara, Ms. Mailman, Ms. McCullough, Ms. O'Connell Novick and Mayor Petty

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

**2. Consent Agenda**

vi. Approval of Minutes

AOR 3-1 - Clerk  
(December 1, 2022)

To consider approval of the Minutes of the School Committee Meeting of Thursday, November 17, 2022.

To consider approval of the Minutes of the School Committee Meeting of Thursday, December 1, 2022.

To consider approval of the Minutes of the School Committee Meeting of Thursday, December 15, 2022.

vii. Approval of Donations

gb 3-1 - Administration  
(December 21, 2022)

To consider approval of the following donations:

- Items valued at \$583.00 from Hanover Insurance consisting of: assorted snacks, office supplies, Tupperware, gift bags and Thank You cards
- \$500.00 from Casella Waste for South High School's Diesel Program
- \$500.00 from Noregon Systems for South High School's Diesel Program
- \$500.00 from Dario Diesel Truck for South High School's Diesel Program
- \$300.00 from Harr Motor Company for South High School's Diesel Program

- \$500.00 from Apple Trailer Rental for South High School's Diesel Program
- \$1000.00 from WPI's STEM Week Mini-Grant for Virtual Reality equipment
- service valued at \$100.00 from Dr. Steven Welch, M.D. of Welch Opticians for the repair of student eyeglasses
- \$50 to Doherty Memorial High School from the Class of 1972 alumni
- a 2013 Hyundai Elantra valued at \$300 from Ericka Lyn Mancini to the WTHS Automotive Technology Department
- a 2002 Toyota Camry valued at \$100 from LKQ to the WTHS Automotive Technology Department
- \$6,000 from MassPort to the Innovation Pathways program at WTHS

viii. Notification of Personnel Records

ix. Initial filing of individual recognitions

gb 3-2 - Novick (December 17, 2022)

To recognize Brian Allen, Sara Consalvo, Nancy Blomstrom, Akshay Guru Rajkumar, Mohammed Siddiqui, Ivanna Then, Liam Young, and Leah Lambert for the tenth consecutive Association of School Business Officers International Meritorious Budget Award for the fiscal year 2023 Worcester Public Schools budget.

Motion was made to hold the minutes and approve the rest of the Consent Agenda.

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

**3. Held Items**

gb 2-40.2 - Administration/Kamara/Clancey/Johnson/Mailman/Novick (September 23, 2022)

Response of the Administration to the request to provide a list of agreements and/or contracts that the school system has with community organizations.

On a roll call of 7-0, the item was filed.

gb 2-260.1 - Mailman (September 21, 2022)

Request that the Administration provide a report on elementary class sizes and consider taking action, if necessary.

On a roll call of 7-0, the item was filed.

gb 2-261.1 - Mailman (September 21, 2022)

Request that the Administration provide a report with the October 1st enrollment numbers.

On a roll call of 7-0, the item was accepted and filed.

gb 2-317.1 - Administration (December 15, 2022)

To consider approval of the Job Description of the Assistant Director of Intramural and Interscholastic Athletics.

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

**4. Public Comment**

Fianna Yatansing spoke on the need of a sidewalk on Sunderland Road.

**5. Report of the Superintendent**

ROS 3-1 – Administration  
(December 20, 2022)

FROM HERE, ANYWHERE... TOGETHER: The Path to a Refined Strategic Plan

Dr. Monárrez provided final recommendations from the listening and learning tour input. While considering alignment and integration of current district plans to her future strategic plans refinement, proposed Superintendent goals for January through June 2023 were discussed.

Entry plan themes were discussed; Acquire and Retain Talent, Modernized and Safe Facilities, Student Behavior and Safety, Communication and Ongoing Engagement, Wellness and Mental Health, Equitable Resources and Educational Programs. These themes along with the district Strategic Plan and District Improvement Plan were related to Standards of Effective Administrative Leadership and Indicators (i.e. district, student and professional goals and deliverables).

On a roll call of 7-0, the motion to approve the Superintendent's Strategic Plan goals was referred to the Standing Committee on Governance and Employee Issues.

**6. Reports of the Standing Committees**

The Joint Committee of Finance and Operations and the City Council's Education Committee met on Monday, November 21, 2022 at 5:00 p.m. in Room 410 at the Durkin Administration Building.

On a voice vote the Minutes were approved.

The Standing Committee on Teaching, Learning and Student Supports met on Tuesday, December 13, 2022 at 5:30 p.m. in Room 410 at the Durkin Administration Building.

On a voice vote the Minutes were approved as amended.

The Standing Committee on Governance and Employee Issues met on Wednesday, December 14, 2022 at 5:00 p.m. in Room 410 at the Durkin Administration Building.

On a voice vote the Minutes were approved.

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

On a roll call of 7-0, the following items were approved collectively.

gb 3-4 - Administration (December 14, 2022)

To consider approval of a Financial Education Innovation Fund Grant in the amount of \$1,650 through the Commonwealth of MA Office of the Treasurer.

gb 3-5 - Administration (December 15, 2022)

To consider approval of prior fiscal year payments in the amounts of \$76.64 and \$114.66 to an IT Support Specialist, systemwide, for May and June mileage reimbursement.

gb 3-6 - Administration (December 15, 2022)

To consider approval of a prior fiscal year payment in the amount of \$23,508 to the Bi-County Collaborative for a student tuition bill.

gb 3-7 - Administration (December 15, 2022)

To consider approval of prior year fiscal payments to a school nurse in the amounts of \$75.00 for an online course reimbursement and \$120.00 for an RN license renewal reimbursement.

gb 3-8 - Administration (December 15, 2022)

To consider approval of a prior year fiscal payment to the Director of Nursing and Health Services in the amounts of \$75.00 for SHIELD (School Health Institute for Education and Leadership Development) Nurse Leader Meeting and \$79.00 for PD Reimbursement from Boston University SHIELD.

gb 3-9 - Administration (December 15, 2022)

To consider approval of a prior year fiscal payment to a school nurse supervisor in the amount of \$699.00 for an online course reimbursement.

gb 3-10 - Administration (December 15, 2022)

To consider approval of a prior year fiscal payment to a school nurse in the amount of \$100.00 for services for the Department of Public Health by calling families regarding COVID contact tracing.

gb 3-11 - Administration (December 20, 2022)

To consider approval of a prior year fiscal payment to a school nurse in the amount of \$120 for an RN license renewal reimbursement.

gb 3-12 - Administration (December 20, 2022)

To consider approval of a prior year fiscal payment to a School Administrator in the amount of \$5,098.65 for a missed payroll run from March 12, 2022.

gb 3-13 - Administration (December 20, 2022)

To consider approval of a prior year fiscal payment to a principal in the amount of \$227.86 for a missed retro payment from the Summer 2020.

gb 3-14 - Administration (December 20, 2022)

To consider approval of a prior year fiscal payment in the amount of \$208.11 to Gopher Sport.

gb 3-15 - Administration (December 20, 2022)

To consider approval of a prior year fiscal payment in the amount of \$1,576.40 to Grainger Industrial Supply.

gb 3-16 - Administration (December 20, 2022)

To consider approval of a prior year fiscal payment in the amount of \$88.34 to a Parent Liaison for April/May 2022 mileage reimbursement.

gb 3-17 - Administration (December 27, 2022)

To consider approval of \$5000.00 from the Office of Economic Empowerment/Financial Education Innovation Fund to be used for a Credit for Life Fair to be held at Burncoat High School where students will learn how to make real world, personal financial decisions.

gb 3-18 - Administration (December 27, 2022)

To consider approval of \$50,000.00 for the Innovation Pathways Implementation and Support Grant FC419n to help maintain and expand equitable access to high quality career technical education at WTHS.

gb 3-19 - Administration (December 27, 2022)

To consider approval of FY23 FC428 Connecting Activities grant in the amount of \$145,043 administered by the Department of Elementary and Secondary Education.

gb 3-20 - Administration (December 28, 2022)

To consider approval of FY23 FC189 Proficiency-based Outcomes in Languages Other than English in the amount of \$53,255.00 from The Center for School and District Partnership (CSDP) /DESE.

gb 3-21 - Administration (December 28, 2022)

To consider approval of \$1,100,031.00 from the Executive Office of Education for the lab modernization of the Automotive Technology programs at WTHS. These funds will be used to replenish key equipment for student learning and training for instructor development to update two program pathways of Automotive Technology.

gb 3-25 - Administration (December 23, 2022)

To consider approval of a prior year fiscal payment to eleven employees for Vacation days owed in the amounts of: \$539.10, \$884.40, \$549.90, \$902, \$537, \$549.90, \$1,068.40, \$1,068.40, \$458.25, and \$902.

## **8. General Business**

gb 3-22 - McCullough (December 20, 2022)

To explore the feasibility of increasing the day-by-day substitute rate for licensed/retired educators.

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

gb 3-23 - Mailman (December 20, 2022)

Request that the Administration review scheduling options for Chapter 74 programs in the WPS comprehensive high schools, in an effort to increase shop time to more closely mirror Worcester Technical School's schedule of alternating between one week of shop and one week of classroom instruction.

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

gb 3-24 - Kamara (December 23, 2022)

To receive an update on the outsourcing of mental health services to external providers to meet the needs of wellness for our students; including total number of organizational applicants, which schools have a service provider, and what services will be rendered per school.

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

On a voice vote, the following items were taken collectively and were referred to the State Delegation.

gb 3-26 - Novick (December 28, 2022)

To advocate to our state delegation for the use of state American Rescue Plan Act funds to cover the pandemic-induced inflationary increases in current Massachusetts School Building Core Program projects.

gb 3-27 - Novick (December 28, 2022)

To urge the state delegation to do what is necessary to restore the Massachusetts School Building Authority Accelerated Repair program.

gb 3-28 - Novick (December 28, 2022)

To urge the state delegation to do what is necessary to expand funding for the Massachusetts School Building Authority.

On a roll call of 7-0, the meeting adjourned at 9:12 p.m.

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

G. HELD ITEMS  
Administration  
(January 5,2023)

ITEM – g.b. 3-23  
S.C. MEETING – 1-19-23

ITEM:

Request that the Administration review scheduling options for Chapter 74 programs in the WPS comprehensive high schools, in an effort to increase shop time to more closely mirror Worcester Technical School's schedule of alternating between one week of shop and one week of classroom instruction.

PRIOR ACTION:

1-5-23 - The item was referred to the Administration on a roll call of 7-0.

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:





G. HELD ITEMS  
Administration  
(January 5,2023)

ITEM – g.b. 3-24  
S.C. MEETING – 1-19-23

ITEM:

To receive an update on the outsourcing of mental health services to external providers to meet the needs of wellness for our students; including total number of organizational applicants, which schools have a service provider, and what services will be rendered per school.

PRIOR ACTION:

1-5-23 - The item was referred to the Administration on a roll call of 7-0.

BACKUP:

Annex A (2 pages) contains the response to the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Approve on a roll call.



To: School Committee  
 From: Executive Directors of Schools  
 Re: gb #3-24  
 Date: January 11, 2023

gb #3-24

**School Committee Member Kamara request to receive an update on the outsourcing of mental health services to external providers to meet the needs of wellness for our students; including total number of organizational applicants, which schools have service provider, and what services will be rendered per school**

**Administrative Response**

Four agencies responded to a formal Request for Proposals and met the criteria to provide services: Effective Schools Solutions, Multicultural Wellness Center, Stepping Stones Group, and You, Inc. While awaiting contracts we are in the planning stages to ensure a smooth transition to provide services for students in our schools. Below is a chart of the services being planned and logistics for integration in the schools.

Agency	Schools/Programs (initial placements)	Services Offered	Logistics
<b>Effective Schools Solutions</b> <i>(National organization with many partnerships in Massachusetts)</i>	<ul style="list-style-type: none"> <li>● Burncoat High</li> <li>● Doherty High</li> <li>● North High</li> <li>● South High</li> <li>● Worcester Tech</li> </ul>	<ul style="list-style-type: none"> <li>● Culturally inclusive mental health and behavioral support programs</li> <li>● Mental health referrals to clinicians, ability to administer psychological assessments</li> <li>● Services for depression, anxiety and other issues affecting our youth</li> <li>● Clinical programs that have proven to improve care, strengthen academics, and address trauma</li> <li>● Focus on Tier II intervention</li> </ul>	<ul style="list-style-type: none"> <li>● Ten part-time clinicians, two placed at each large high school</li> <li>● One Project Manager</li> <li>● 20 hours a week for each clinician</li> <li>● Logistics planning with Principals on January 17, 2023</li> <li>● Contract is in process with the City legal department</li> </ul>

<p><b>Multicultural Wellness Center</b> (Worcester, Massachusetts)</p>	<ul style="list-style-type: none"> <li>● Challenge and Reach Academies</li> </ul>	<ul style="list-style-type: none"> <li>● Provide mental health services to a diverse community who have historically been underserved and underrepresented</li> <li>● Has an array of accredited health treatment and counseling programs.</li> <li>● Daily life skills, mental health counseling, support groups, depression, and treatment counseling</li> </ul>	<ul style="list-style-type: none"> <li>● Two part-time clinicians will work with students at Challenge and Reach</li> <li>● Dr. Tatum has had weekly communication with Dr. Debra Maddox</li> <li>● Contract is in process with the City legal department</li> <li>● Start date to be determined</li> </ul>
<p><b>Stepping Stones Group</b> (national organization with many partnerships in Massachusetts)</p>	<ul style="list-style-type: none"> <li>● Burncoat Middle</li> <li>● Claremont Academy (with services also available for Woodland Academy)</li> <li>● Forest Grove Middle</li> <li>● Sullivan Middle</li> <li>● Gerald Creamer Center (and other alternative sites)</li> <li>● UPCS (with services available for Goddard Elementary)</li> <li>● Worcester East Middle</li> </ul>	<ul style="list-style-type: none"> <li>● Therapeutic services ensuring skills and tools needed to succeed functionally and academically</li> <li>● Mental health, psychology, and other behavioral services to manage behavioral or emotional challenges</li> </ul>	<ul style="list-style-type: none"> <li>● Seven full-time clinicians</li> <li>● One project manager</li> <li>● One full-time clinicians at each high schools</li> <li>● Meeting with Principals and SEL teams pending</li> <li>● Contract is being developed with the City</li> </ul>
<p><b>YOU, Inc.</b> (Worcester, Massachusetts)</p>	<p><i>Still being determined</i></p>	<ul style="list-style-type: none"> <li>● Provide wellness counseling and support to students</li> <li>● Provide group and independent services</li> <li>● Work on a billing cycle; may incorporate insurance</li> </ul>	<ul style="list-style-type: none"> <li>● Continue communication</li> <li>● Determine means to render services</li> <li>● Clarify alternatives to insurance billing</li> <li>● Ensure capacity to serve students during the school day</li> </ul>

H. RECOGNITIONS  
Novick  
(December 17, 2022)

ITEM – gb 3-2  
S.C. MEETING – 1-19-23

ITEM:

To set the date to recognize Brian Allen, Sara Consalvo, Nancy Blomstrom, Akshay Guru Rajkumar, Mohammed Siddiqui, Ivanna Then, Liam Young, and Leah Lambert for the tenth consecutive Association of School Business Officers International Meritorious Budget Award for the fiscal year 2023 Worcester Public Schools budget.

PRIOR ACTION:

1-5-23 - The date was set to January 19, 2023.

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:



J. PUBLIC PETITION  
Petition  
(January 3, 2023)

ITEM – gb 3-35  
S.C. MEETING 1-19-23

ITEM:

To consider the Worcester Regional Research Bureau's latest report, *Governing for Excellence: Worcester Public Schools' Evolution in Governance*.

PRIOR ACTION:

BACKUP:

Annex A (11 pages) contains the response to the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Approve on a roll call.







The Research Bureau

# Governing for Excellence:

Worcester Public Schools' Evolution in Governance

Report 22-10

December 2022

Research in the Public Interest

In Collaboration With



Worcester Regional Research Bureau, Inc.

390 Main Street, Suite 208, Worcester, MA 01608 • 508-799-7169 • [www.wrrb.org](http://www.wrrb.org)

## Introduction

The Worcester Public Schools (WPS) is undergoing an evolution in governance, most notably with the shift to district-based representation on the School Committee. While those six new School Committee districts and the two at-large seats will be utilized in the 2023 municipal election for the first time, there are other governance reforms underway made that impact schools, students, and other stakeholders in Worcester's public education system.

This report highlights four areas of recent and ongoing change in the Worcester Public Schools' governance structure and operations, through providing:

1. An overview of the current WPS Governance structure
2. The new district-based representation on the Worcester School Committee
3. Changes to the rules of the Worcester School Committee
4. Organizational changes to the WPS structure under the leadership of Superintendent Rachel Monárrez, Ph.D

While these changes in governance are ongoing, this report is intended to provide some context and background on the implications for the Worcester Public Schools, the students, and the community at-large. For further resources and insights on the new districts of the Worcester School Committee, check out our accompanying dashboard at <https://www.wrrb.org/reports/2022/12/governing-for-excellence-worcester-public-schools-evolution-in-governance>.

### Part One: An Overview of WPS Governance

The Worcester Public Schools, a department of the municipal government of the City of Worcester, is governed by a School Committee, which is comprised of the Mayor as chairperson and six members elected directly by the public.

The School Committee selects the Superintendent of Schools to be responsible for managing the daily operations of the district, as well as implementing the policies adopted by the School Committee. On April 28, the School Committee unanimously selected Dr. Rachel Monárrez as the Superintendent, and she has been serving in that role since July.

On a municipal level, Article 4 (provided in appendix) of the City of Worcester [Home Rule Charter](#) establishes the composition, term of office, and powers of the School Committee. The high schools select a non-voting student representative to attend meetings and serve as an ex-officio member of the School Committee.

The School Committee is the legislative and policy-making body charged with supervision of the Worcester Public Schools. Under Chapter 71, Section 37 of the Massachusetts General Laws:

*The school committee in each city and town and each regional school district shall have the power*

*to select and to terminate the superintendent, shall review and approve budgets for public education in the district, and shall establish educational goals and policies for the schools in the district consistent with the requirements of law and statewide goals and standards established by the board of education.*

By approving the District budget, the School Committee has authority to transfer within line item accounts, so long as the overall amount remains within the City's appropriation. Additionally, the School Committee conducts collective bargaining with all employee organizations and may establish and appoint the position of Assistant or Associate Superintendents. The Committee approves or disapproves those hirings, and upon the request of the Superintendent, provides an explanation of any disapproval.

School Committee members are elected at the same time for two-year terms and, as of the most recent election, are all selected on an at-large basis. The 2022-2023 term School Committee members are Mayor Joseph Petty, Vice-Chair Jermaine Johnson, Laura Clancey, Jermoh Kamara, Sue Mailman, Molly McCullough, and Tracy O'Connell Novick.

The School Committee has four standing sub-

committees which meet to discuss the details of various issues and report back to the full committee for official action. The four Standing Committees are:

1. Finance and Operations

*Chair Tracy Novick, Vice Chair Jermoh Kamara, and Susan Mailman*

The Standing Committee on Finance and Operations provides the full year oversight of the budget of the Worcester Public Schools as required by Massachusetts General Laws Ch. 71, sec. 37 through the review of quarterly budget reports, the reception of reports of the auditors, and issues of payroll, procurement, and financial management and planning that may fall under the purview of the Committee. The Standing Committee provides for facilities management, repair, and capital planning so far as it is under district purview. The Standing Committee also oversees the operational aspects of the district under the departments of School Nutrition, Student Transportation, Information Technology, and School Safety.

2. Teaching, Learning, and Student Supports

*Chair Molly McCullough, Vice Chair Susan Mailman, and Jermoh Kamara*

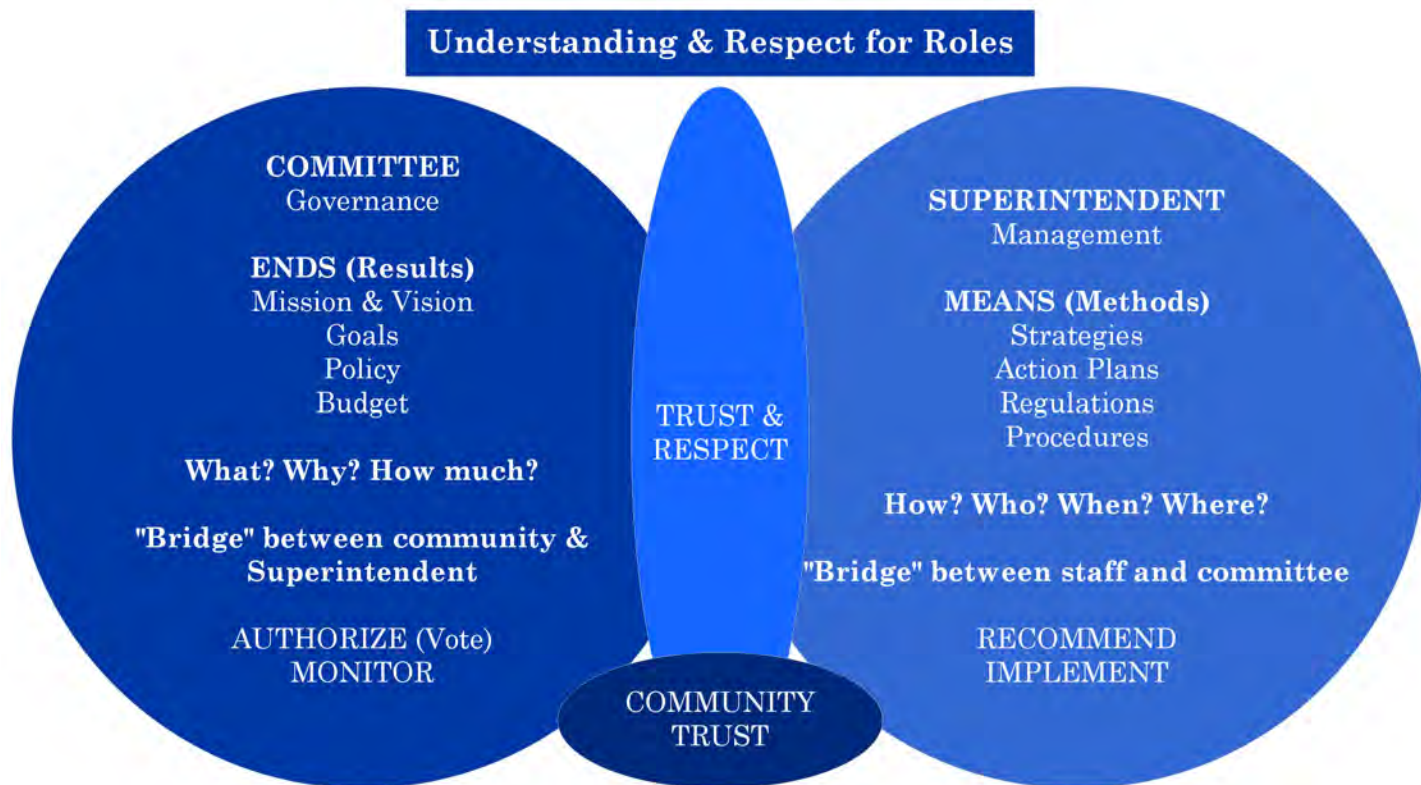
The Standing Committee on Teaching, Learning and Student Supports addresses topics, policies and practices related to curriculum, instruction, assessment, professional development, instructional materials, and student support services. In doing so, the Committee monitors and reviews the structures and processes integral to the delivery of the core curriculum. It focuses as well on supplemental and intervention instruction, designed to meet the academic and social-emotional needs of students as each school strives to reach the intended outcomes of college and career readiness for every student. The content and annual edits to the Student Handbook and the Policies Handbook will be referred to the Standing Committee on Governance and Employee Issues prior to approval by the Full School Committee.

3. Governance and Employee Issues

*Chair Laura Clancey, Vice Chair Molly McCullough, and Jermaine Johnson*

The Standing Committee on Governance and Employee Issues' purpose is to review, update and/or institute all policies governing the Worcester Public Schools. This committee is also responsible for issues related to employees/staff including human resource recruitment, hiring,

**Table 1: School Committee and Superintendent Functions**



Source: Massachusetts Association of School Committees



retention, and evaluations, so far as it is under Committee purview.

**4. School and Student Performance**

*Chair Jermaine Johnson, Vice Chair Laura Clancey, and Tracy Novick*

The Standing Committee on School and Student Performance’s purpose is to inquire into and report on matters pertaining to:

- measures of district and school-level performance and improvement
- research and program evaluation
- student assessment
- accountability planning

**Part Two: District-based representation on the Worcester School Committee**

On September 1, 2022, [Chapter 208 of the Acts of 2022](#) was signed into law that changed the Worcester City Charter so that starting with the 2023 election, the School Committee will have six district seats and two at-large seats.

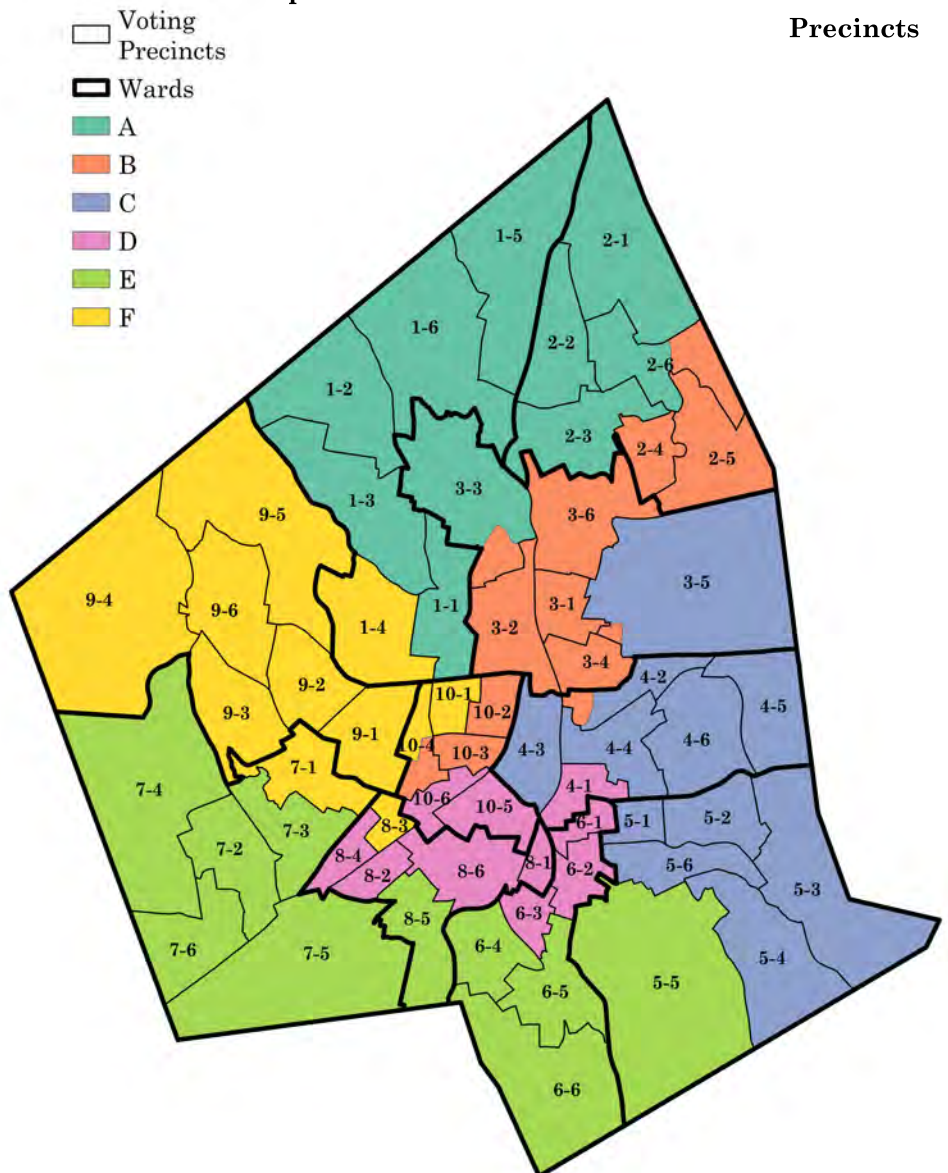
This shift of the School Committee to district representation came about due to a consent decree that required the City select one of three district-based structures for their election. This system of six district seats was selected after public meetings held by the City Council’s Committee on Municipal and Legislative Operations. The situation that led to this change was further detailed in the WRRB’s Brief, [Changing the Worcester School Committee to District Representation](#).

On Dec. 21, 2021, the City Council approved the Home Rule Petition to change the City Charter accordingly, and was ultimately signed into law by Governor Baker. While the legislative process was moving

forward, the City worked to develop districts that would comply with the terms of the consent decree.

Those requirements included that the new district boundaries contain approximately the same number of residents, and that two of the districts be majority-minority, where Hispanic/Latino/a and Black residents together comprise a majority of the citizen voting age population. Following the terms of the consent decree, a mutually determined independent expert had the final decision on the boundaries - Professor Nathaniel Persily, the James B. McClatchy Professor of Law at Stanford University. In a 2021 public meeting on the process, he explained that “what schools are located in what districts has no bearing on the consent decree... It’s about

**Map 1: School Committee Districts with Wards & Precincts**



the representation of voters, not buildings and schools.”

After public hearings held by the Worcester Board of Election Commissioners, as shown in Map 1 below, the six districts were finalized and labelled as A, B, C, D, E, and F, which differentiates them from the numbered City Council districts. Complying with the terms of the consent decree, each district is within 4% of the “ideal population”, or one-sixth of the city’s population - 34,419, and districts A and B are “majority-minority.” Under these boundaries, there are five precincts that are “split precincts” between different School Committee districts - Ward 2 Precinct 6, Ward 3 Precinct 3, Ward 3 Precinct 5, Ward 4 Precinct 2, and Ward 10 Precinct 4.

Based on the addresses of the current School Committee members, they are residing in three of the six districts:

A: Laura B. Clancey, Susan Mailman, Molly O. McCullough

B:

C: Jermoh Kamara

D:

E:

F: Tracy O’Connell Novick, Jermaine Johnson

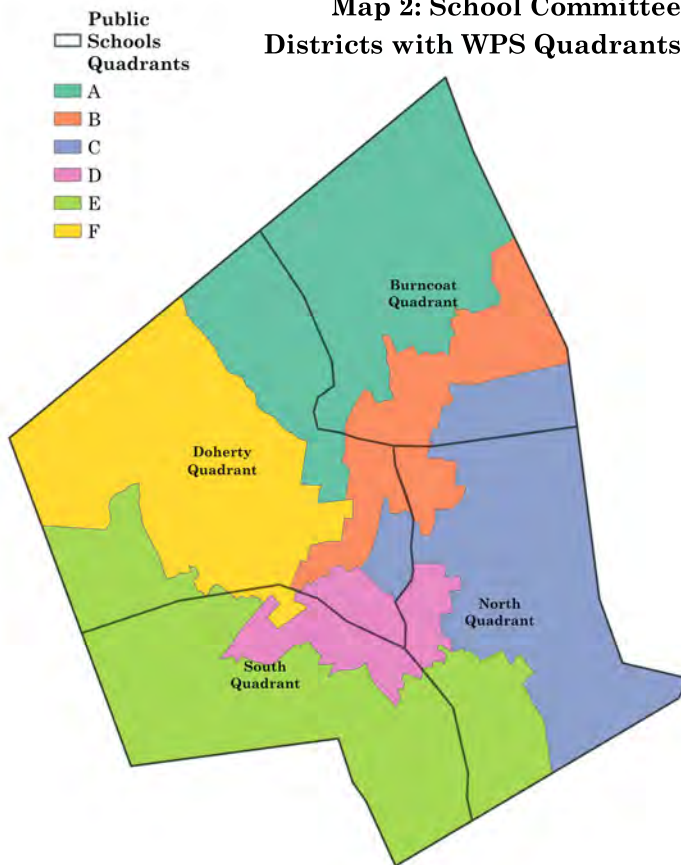
Maps 1, 2, and 3 and Table 2 on the next page illustrate the complexities of these new districts, by showing them relative to the WPS Quadrants, public schools facilities, and City Council districts. For interactive versions of these maps and other resources, including the identification of polling places, please go to <https://www.wrrb.org/reports/2022/12/governing-for-excellence-worcester-public-schools-evolution-in-governance>.

Since the School Committee and City Council district elections occur during municipal election years, both races are the same ballot. With the boundaries of those districts being independent of one another, this will result in a complicated electoral and balloting process. There will be a need for at least sixteen different ballots in that election cycle, and complexities will face candidates, voters, and those administering the electoral process.

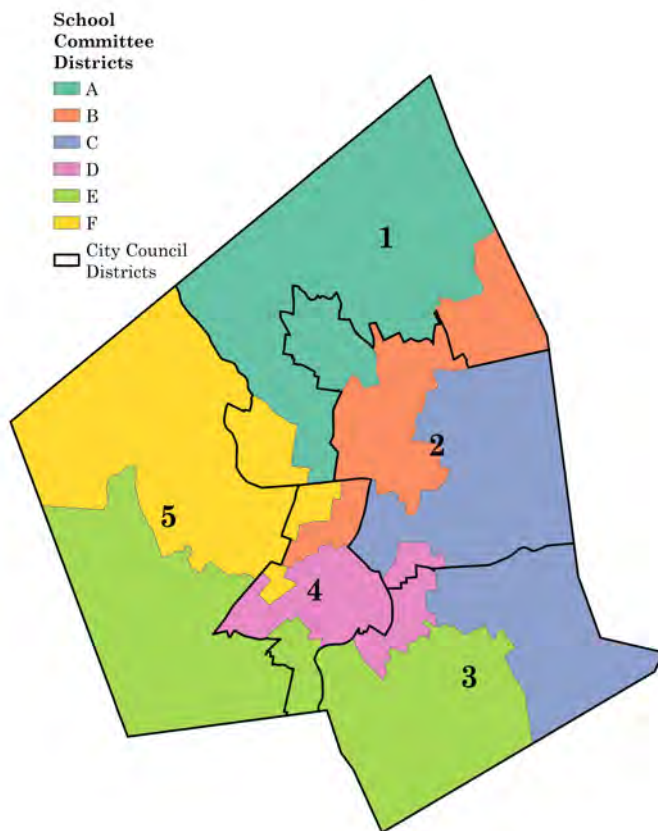
**Part Three: Changes to the School Committee Rules**

In 2017, the Center for District and School Accountability at the MA Dept. of Elementary and Secondary Education conducted a

**Map 2: School Committee Districts with WPS Quadrants**



**Map 3: School Committee Districts with City Council Districts**



**Table 2: Worcester School Committee Districts and Worcester Public Schools**

School District	Name	Type	Grades
<b>A</b>	Burncoat Street School	Elementary	K - 6
	Francis J McGrath Elementary School	Elementary	K - 6
	Nelson Place School	Elementary	PK - 6
	Norrback Avenue School	Elementary	PK - 6
	Thorndyke Road School	Elementary	K - 6
	Worcester Arts Magnet School	Elementary	PK - 6
	Burncoat Middle School	Middle	07,08
	Forest Grove Middle School	Middle	07,08
	Burncoat Senior High School	Secondary	09 - 12
<b>B</b>	Belmont Street Community School	Elementary	PK - 6
	Chandler Elementary Community School	Elementary	K - 6
	City View School	Elementary	PK - 6
	Clark Street Community School	Elementary	PK - 6
	Lincoln Street School	Elementary	K - 6
	Wawecus Road School	Elementary	K - 6
<b>C</b>	La Familia Dual Language School	Elementary	PK - 6
	Lake View School	Elementary	K - 6
	Rice Square School	Elementary	K - 6
	Roosevelt School	Elementary	PK - 6
	Worcester East Middle School	Middle	07,08
	North High School	Secondary	09 - 12
	Worcester Technical High School	Secondary	09 - 12
<b>D</b>	Goddard School of Science & Technology	Elementary	PK - 6
	Grafton Street School	Elementary	K - 6
	Head Start School	Elementary	PK
	Jacob Hiatt Magnet School	Elementary	PK - 6
	Union Hill School	Elementary	K - 6
	Woodland Academy	Elementary	K - 6
	Claremont Academy	Secondary	07 - 12
	University Park Campus School	Secondary	07 - 12
	YOU, Inc. Joy & Robert Wetzel Center	Special Education	
<b>E</b>	Canterbury School	Elementary	PK - 6
	Columbus Park School	Elementary	PK - 6
	Gates Lane School	Elementary	PK - 6
	Heard Street School	Elementary	K - 6
	Quinsigamond School	Elementary	PK - 6
	Vernon Hill School	Elementary	PK - 6
	Sullivan Middle School	Middle	06 - 08
	South High Community School	Secondary	09 - 12
	Center for Applied Behavioral Instruction	Special Education	K - 12
	Seven Hills Foundation	Special Education	K - 12
YOU, Inc. Carol Schmidt Village	Special Education		
<b>F</b>	Chandler Magnet School	Elementary	PK - 6
	Elm Park Community School	Elementary	K - 6
	Flagg Street School	Elementary	K - 6
	May Street School	Elementary	K - 6
	Midland Street School	Elementary	K - 6
	Tatnuck School	Elementary	PK - 6
	West Tatnuck School	Elementary	PK - 6
	Doherty Memorial High School	Secondary	09 - 12
	Summit Academy School for Alternative Learners	Special Education	K - 12

comprehensive district review of WPS.

The review resulted in a formal [report](#) that specifically cited activities of the 2017 School Committee as presenting challenges to the Worcester Public Schools:

*School committee members make many motions that require action by administrators and administrators devote much time responding to these motions. Few motions that require action by administrators are aligned with district priorities for continuous improvement or with administrators' main responsibilities.*

To address this situation, the report recommended the consideration of a "consent agenda" approach, to bundle routine action items for consideration, with the ability to shift any items of concern for larger deliberation. The report also noted that:

*School committee members should exercise a great deal more restraint in making motions that are not related to the critical task of improving the quality of teaching and learning.*

Since the 2017 report, there have been changes to the School Committee membership, and the current members have made updating and improving their Rules a priority. This was reflected in a collective motion on Jan. 8, 2020, and led to detailed examination of the Rules by the Standing Committee on Governance and Employee Issues.

Through these efforts, the [School Committee Rules](#) were updated in February and May 2022 to reflect a number of changes, most notably:

Use of Consent Agendas: The agendas now include such a section for approval of minutes, donations, personnel records, filing of recognitions, and notices of interest to the public, with a majority vote threshold to shift an item for full consideration

Clarity on Agenda Items: Those agenda items filed by School Committee members are required to be "under the purview of the Committee, focus on the business of the Committee, and should be concise and specific."

Public Petitions: There is a standing public comment period to accompany the ability for members of the public to file a petition on any matter under the School Committee's purview.

Calendar of Superintendent Reports: In addition to a report by the Superintendent at each meeting, a formal calendar is established with set topics:

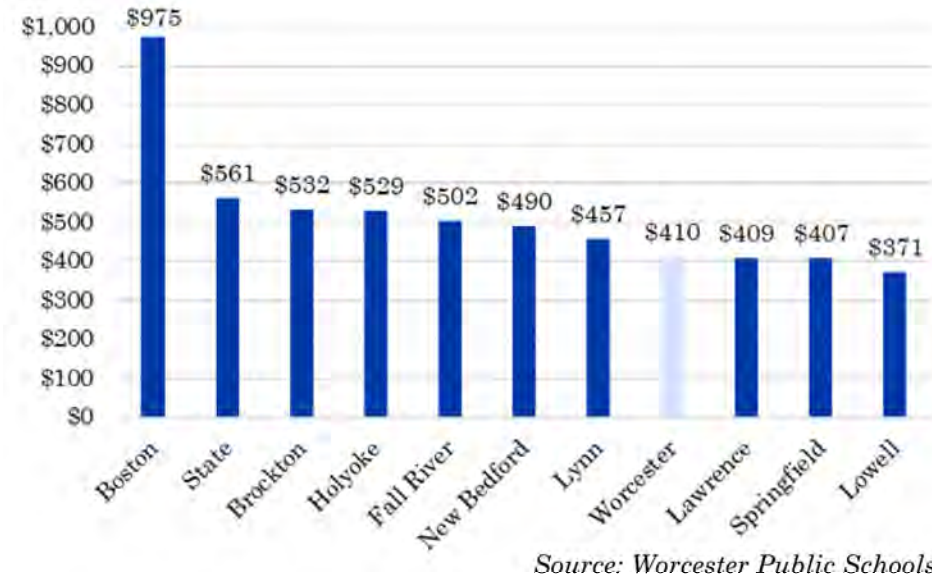
- First February meeting: Report on the Governor's budget
- July meeting: Evaluation of the superintendent
- August meeting: Back to school report
- Second October meeting: MCAS report
- First December meeting: Superintendent's midcycle review

School Committee Student Advisory Committee: Authorized under [Chapter 71, Section 38M](#) of the Massachusetts General Laws, members of this committee are elected by each city secondary school, with their Chair serving as a non-voting member of the School Committee. The Committee meets monthly and every other month with the full School Committee, and members have the right to be recognized by the School Committee Chair and speak on any business under consideration. Its formal purpose is to:

- To provide for a meaningful link and to promote a mutual sense of respect and understanding between the student body and the School Committee.
- To represent before the School Committee, the attitudes, interests and concerns, both positive and negative, of the student body.
- To advise the School Committee and add insight to their deliberations.
- To carry to the School Committee and to support proposals and items of concern to the student body, and to initiate, on behalf of the student body and in conjunction with the student government, projects and proposals for presentation to the School Committee.
- To inform the student body of the functions and workings of the School Committee.
- To represent to the School Committee a cross-section of the entire student body.

Since its inception, the Advisory Committee has provided input to the School Committee on issues such as the Rules, budgetary priorities, transportation, career technical education, and mental health support for students.

**Table 3: Comparison of per-pupil expenditures on District Administration between WPS and urban peer districts, 2019-20**



**Part Four :  
Organizational Changes to WPS Structure**

As noted in the WPS Fiscal Year 2023 budget, when compared to peer Gateway Cities, Worcester is among the lowest spending on administration.

That specific figure for WPS is \$410 per pupil, as compared to the statewide average spending on administration at \$561 per pupil. As shown in Table 3 above, of the largest urban districts in Massachusetts, WPS spends less than six peer communities, with only Lawrence, Springfield, and Lowell at lower levels.

Prior to Dr. Monárrez’s appointment, there were six leadership positions reporting directly to the Superintendent—the Deputy Superintendent of Teaching and Learning; the Chief Financial and Operations Officer; the Chief Human Resources Officer; the Chief Diversity Officer; the School Safety Director; and the Assistant to the Superintendent / Clerk of the School Committee.

As noted in Table 4 on the next page which details the WPS organizational chart, there are now seven leadership positions reporting directly to Dr. Monárrez. With the School Safety position now reporting to the Deputy Superintendent, there are two new direct reports—the Chief Academic Support Officer and the Chief Community Relations Officer, which was since retitled as the Chief Communications Officer.

Chief Academic Support Officer’s job description:

*Under the direction of the Superintendent, plan, organize, control and direct the functions of the Academic Supports Division; formulate and develop academic support systems, policies, standards and procedures in compliance with a variety of federal, State and local laws, rules and regulations; serve as a member of the Superintendent’s Cabinet; actively collaborate with the Teaching and Learning Division as a seamless team; supervise and evaluate the performance of assigned personnel.*

On the December 1, 2022, it was announced at the School Committee meeting that Anna Azarloza would be serving in this role.

Chief Communications Officer’s job description:

*The Chief Communications Officer acts as the principal advisor to the Superintendent and District on matters of public and press relations, internal communications, external communications, and community relations. This position provides leadership and performs professional-level work to advance communication and public information strategies to enhance awareness and understanding of the District’s mission, goals, programs, services, and activities among internal and/or external audiences.*

As of December 2, 2022, this position was posted but not yet filled.

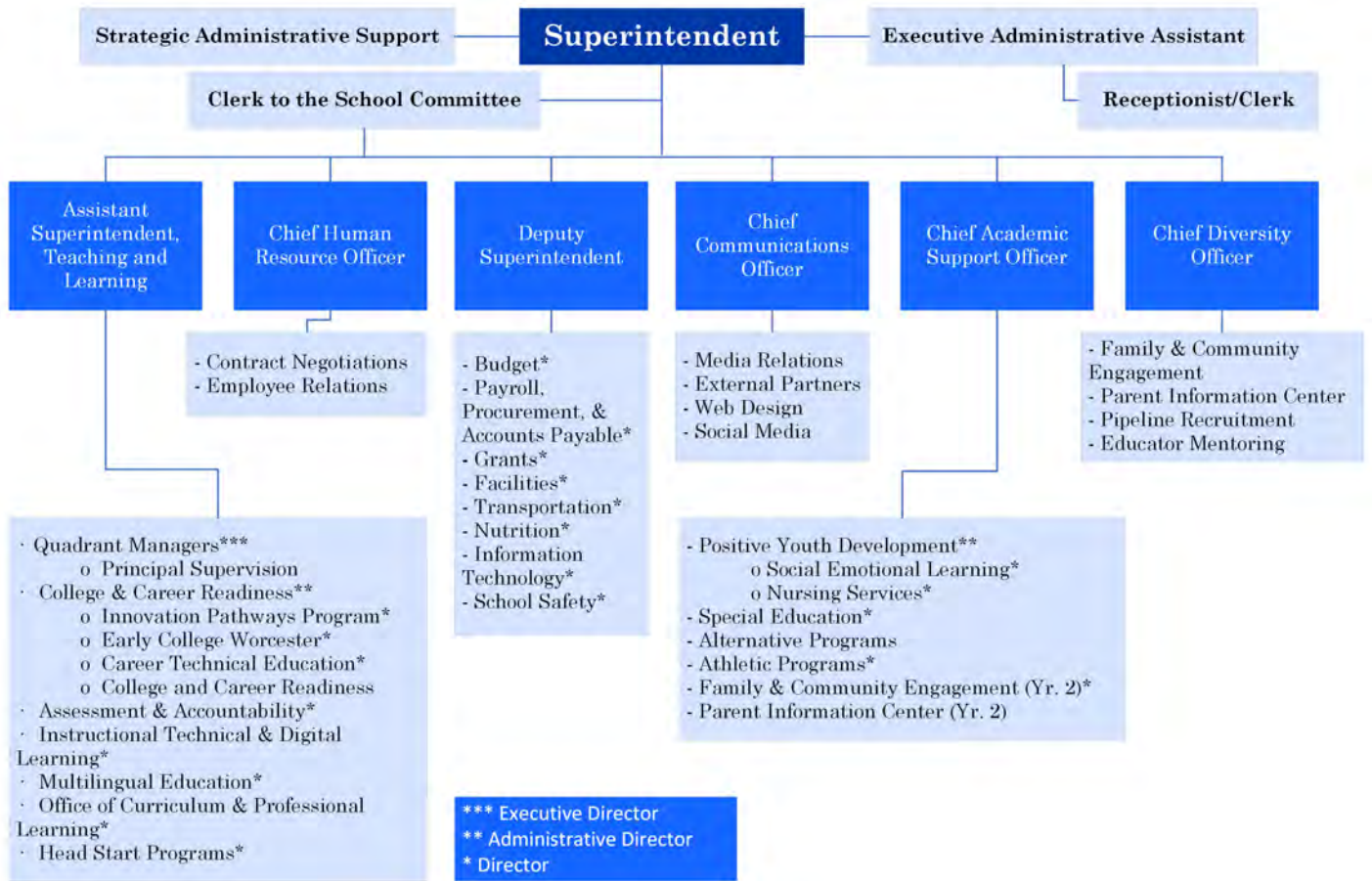
These ongoing changes in the Worcester Public Schools’ governance are profound and structural, with long-term implications for the students and other stakeholders of our education system. As the community prepares for the 2023 municipal election, the complexities of the new district-based School Committee structure will require attention and consideration from all facets of our community.

*Governing in Excellence is supported by a grant awarded by the Worcester Education Collaborative with funding from the Barr Foundation.*





**Table 4: Worcester Public Schools Organizational Chart**



Source: Worcester Public Schools

Appendix

**WORCESTER CITY CHARTER  
ARTICLE FOUR—SCHOOL COMMITTEE**

*As of September 2022*

**Section 4-1 Composition, Term of Office and Powers.**

Composition - The school committee shall consist of the mayor, who shall chair the committee, 6 district members and 2 members elected at-large.

(b) Term of Office - School committee members shall be elected for terms of two years each, beginning on the first secular day of January in the year following their election and shall serve until their successors are qualified.

(c) Eligibility –

(1) Any voter shall be eligible to hold the office of at-large school committee member; provided, however, that the person shall have resided within the city for 1 year immediately prior to the election.

(2) Any voter shall be eligible to hold the office of a district school committee member; provided, however, that the person shall have resided within the district for 1 year immediately prior to the election.

(3) For the 2023 school committee election only, if the school committee district boundaries have not been finalized by September 1, 2022, then the date by which a person shall have been a resident of the district shall be 60 days following finalization of the school committee district boundaries.

(4) In the event that a district school committee member relocates their residence to a different district within the city during their term of office, such school committee member shall be permitted to serve the remainder of their 2-year term but shall not be eligible for reelection in the same district.

(d) Powers and Duties - The school committee shall have all the powers which are conferred on school committees by general law and such additional powers and duties as may be provided by the charter, by ordinance, or otherwise. Its powers and duties shall include, but shall not be limited to the following.

(1) To take general charge of all the public schools in the city, including the evening schools and evening high schools, and all special programs conducted by the school department

(2) To appoint a superintendent of the schools who shall be charged with the day to day administration of the school system, subject to policy directives adopted by the school committee. The school committee may award a contract to the superintendent of schools for a term not to exceed six years, in accordance with section forty-one of chapter seventy-one of the General Laws.

(3) To appoint all other officers and employees connected with the schools, define their duties, fix their compensation, makes rules concerning their tenure of office, and to suspend or remove them at pleasure, subject to any applicable provision of the general law.

(4) To make all reasonable rules and regulations consistent with general law, for the management of the school department.

(5) To take control of all school buildings and grounds connected therewith.

No site for a school building shall be acquired by the city unless the approval of the site by the school committee is first obtained. No plans for the construction of or alterations, with the exception of ordinary repairs, in a school building shall be accepted, and no such work shall be commenced on the construction or alteration of a school building unless the

approval of the school committee and the city manager shall have first been obtained.

(6) To provide, when necessary, for temporary accommodation for school purposes. The school committee shall furnish all school buildings with proper fixtures, furniture and equipment and shall provide ordinary maintenance of all school buildings and grounds.

**Section 4-2 Organization - Mayor, Vice-Chair.**

(a) Organization - The school committee shall organize on the first secular day of January, in accordance with the procedures set forth for the organization of the city council in section 2-2.

(b) Chair - The mayor shall serve as chair of the school committee and shall have the same power to vote on every matter coming before the school committee, as any other member.

(c) Vice Chair - Once the school committee shall have organized and at that meeting, the committee shall elect one of its members, by majority vote of all the members elected, to serve as vice-chair. The vice-chair shall preside at all meetings of the committee at which the mayor is not present.

**Section 4-3 Conflict of Interest.**

Except as otherwise authorized by law, no member of the school committee shall, while a member thereof, hold any other office or position in the school department, the salary or compensation for which is payable out of the city treasury.

**Section 4-4 Salaries.**

The members of the school committee, other than the mayor, shall receive as compensation for their services a salary equal to fifty percent of the salary established for members of the city council in accordance with section 2-4 of this charter.

**Section 4-5 Meetings of the School Committee.**

(a) Rules of Procedure - The school committee shall from time to time establish rules for its proceedings which shall include and be subject to the following.

(i) All meetings of the school committee shall be open to the press and to the public, except as otherwise provided by section twenty-three B of chapter thirty-nine of the General Laws.

(ii) The vote on any particular measure shall be by roll call when requested by any member and the yeas and nays shall be so recorded.

**Section 4-6 Vacancies.**

(a) At-large school committee member -

If a vacancy shall occur amongst the 2 at-large members of the school committee, said vacancy shall be filled in the same manner as provided in section 2-10(a) for the filling of vacancies in the office of councilor-at-large, from among the candidates for election to the office of at-large school committee members at the preceding regular municipal election.

(b) District school committee member -

If a vacancy shall occur in the office of district school committee member it shall be filled in the same manner as provided in section 4-6(a) for the office of at-large school committee member, except that the list shall be of the candidates for the office of district school committee member in the district in which the vacancy occurs; provided, however, if there be no candidate on such list who remains eligible and willing to serve, the vacancy shall be filled at a special election called by the city council to be held within 90 days after the city council is notified by the board of election commissioners that the vacancy cannot be filled as aforesaid.

## Worcester Regional Research Bureau, Inc.

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J. PUBLIC PETITION  
Petition  
(January 5, 2023)

ITEM – gb 3-36  
S.C. MEETING 1-19-23

ITEM:

To consider approval of a request to donate sick days for a paraeducator at Norrback Avenue School.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Refer to the Standing Committee of Governance and Employee Issues.



K. REPORT OF THE SUPERINTENDENT  
Administration  
(January, 2023)

ITEM – ROS 3-2  
S.C. MEETING 1-19-23

ITEM:

FROM HERE, ANYWHERE... TOGETHER:  
Advancing Multi-Lingual Learners' Success

PRIOR ACTION:

BACKUP:

Annex A (19 pages) contains a copy of the Report of the Superintendent

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Accept and file.





# Advancing Multilingual Learners' Success

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

*Together*



**WORCESTER**  
PUBLIC SCHOOLS

# Outcomes

- Understand the current state of multilingual learners in Worcester Public Schools
- Receive information about the plans to develop and grow to the desired state of multilingual learners



# Our WHY


Educational Equity

Academic Excellence

Multilingualism

Globally Diverse Citizens

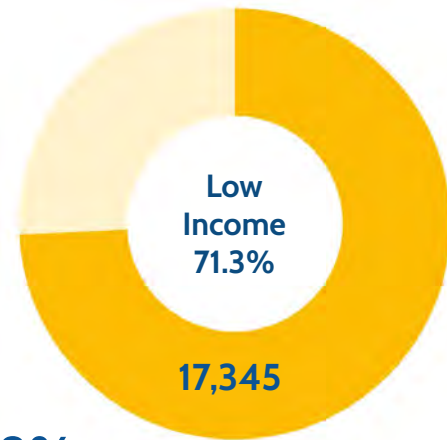
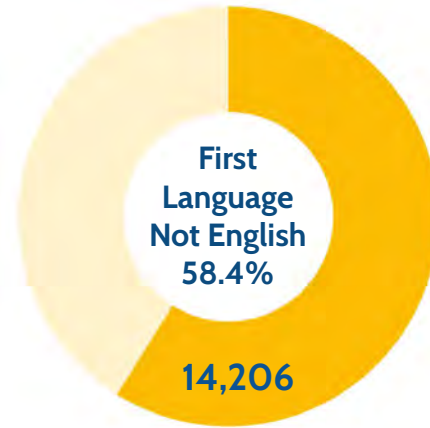
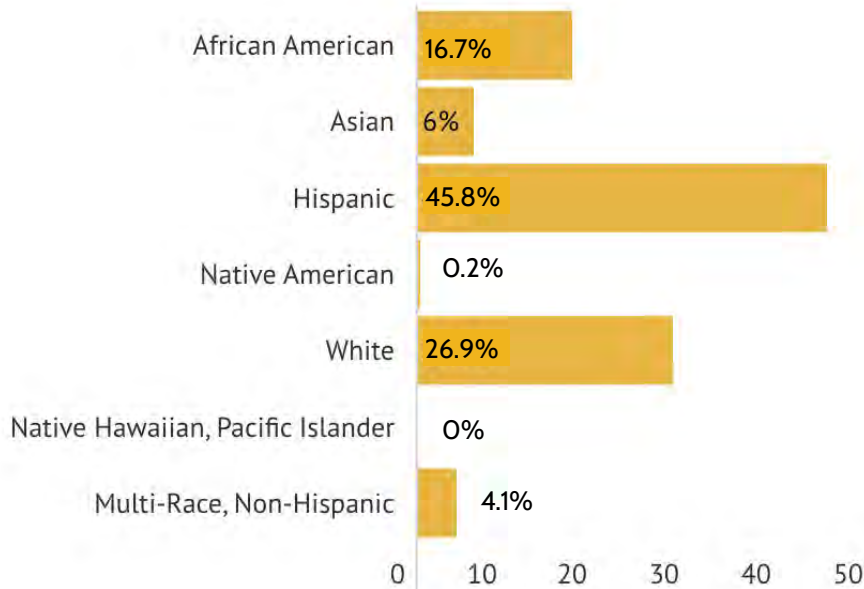




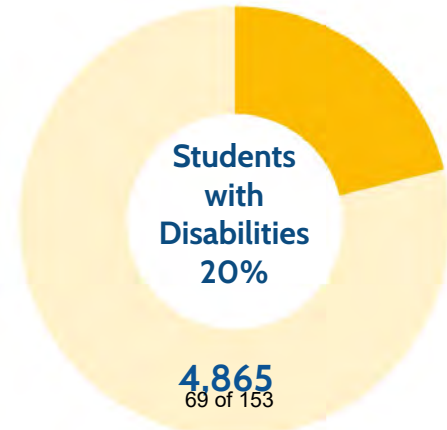
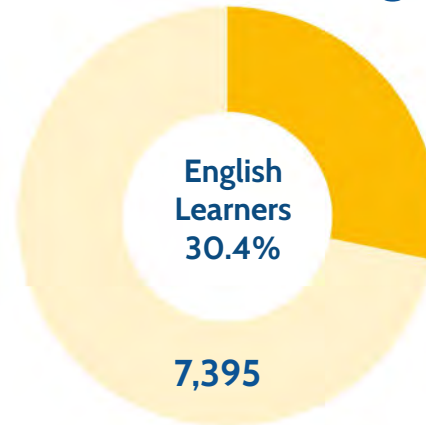
# Multilingual Students in the WPS



# 24,327 scholars\*



## 86.9% High Needs



2022 - 23 official enrollment, certified 12/22

# Our Multilingual Students

**7,395 (30.4%)**

WPS students are English learners (EL)

**5,472 (22.5%)**

WPS students born outside the US

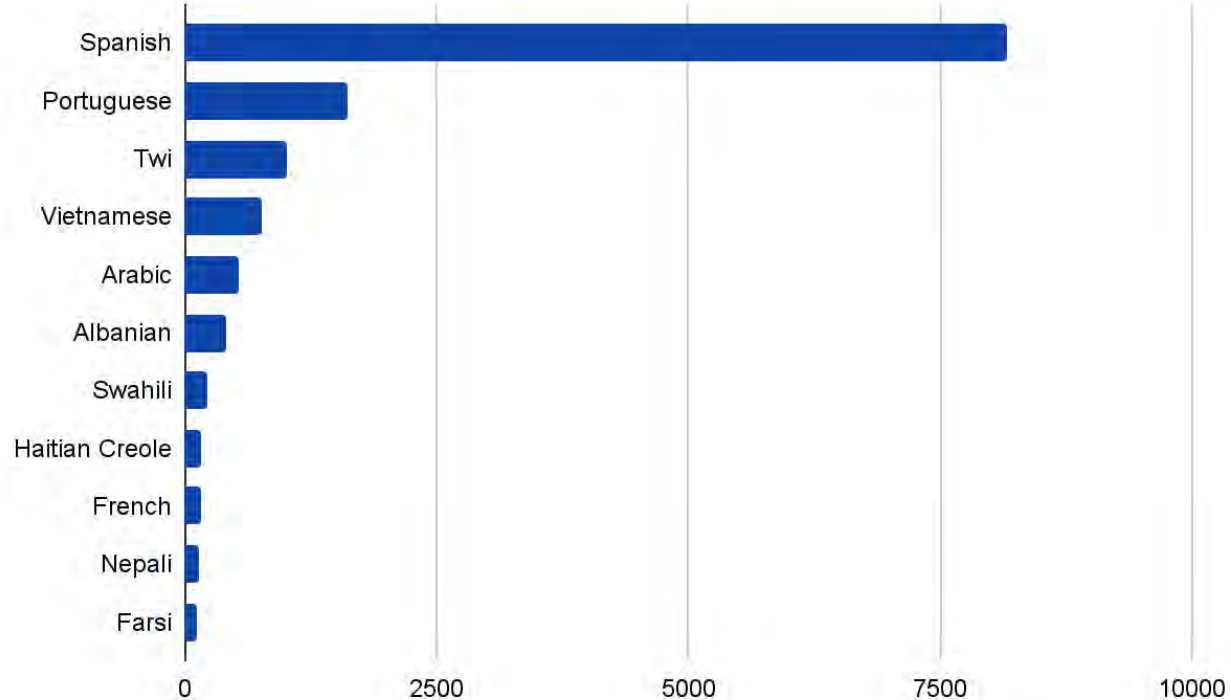
**1,933 (26%)**

ELs are also identified as SWDs

**1,286 (17%)**

ELs are long term ELs

## Top 11 Home Languages



# Description of Multilingual Programs

## Sheltered English Immersion (SEI)

Instruction is designed so that ELs can access grade-level content and develop English proficiency.

## Dual Language (DL)

Instruction is designed so students can access grade-level content and develop English and Spanish proficiency. Students make connections between languages and develop cross-cultural competency.

## Transitional Bilingual Education (TBE)

Students learn most grade-level content in Spanish while they are developing English proficiency. Gradually students learn more content in English. Once students attain sufficient English proficiency, they transition to out of TBE.

## SEI for Students with Limited or Interrupted Formal Education (SLIFE)

Students learn content through specially designed instruction including experiential learning opportunities and individualized English language development. Once students attain sufficient English proficiency, they transition to mainstream SEI.

## World Language

Students learn a language other than English through meaningful, relevant, and cross-disciplinary content. Current courses include: Spanish, French, ASL, and Latin.

# Multilingual PROGRAMS & PARTICIPANTS

**6,430** Students in Sheltered English Immersion

**95%** Teachers endorsed in SEI

**454** Students in Dual Language

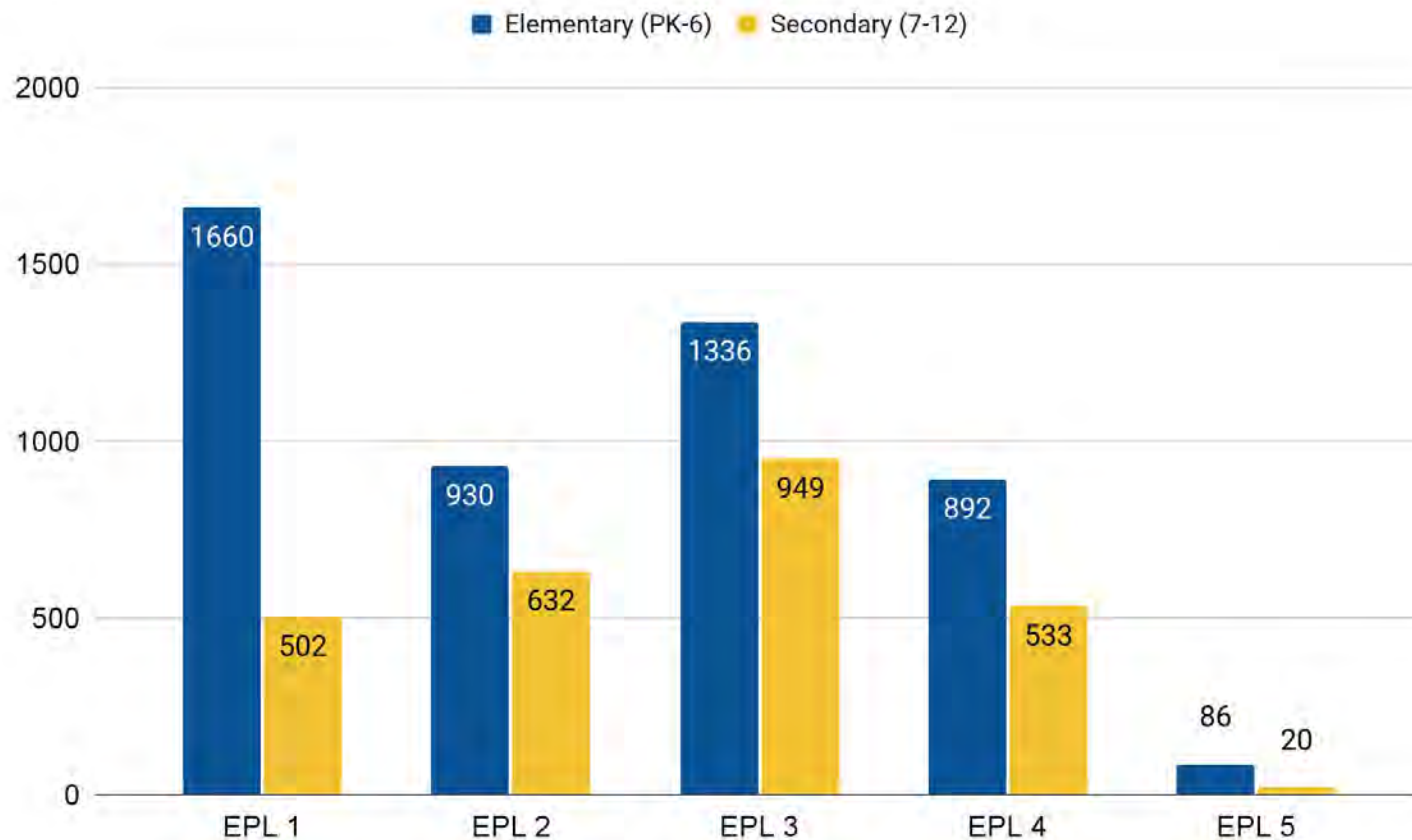
Program	Students	School
Sheltered English Immersion (SEI)	6430	All Schools
Dual Language	129	Chandler Magnet
	188	La Familia
	77	Woodland
	45	Burncoat MS
	15	Burncoat HS
Transitional Bilingual Education	54	Chandler Magnet
Students with Limited or Interrupted Formal Education (SLIFE)	21	NCC at Clark Street
	68	NCC Secondary
	21	NCC Young Adult





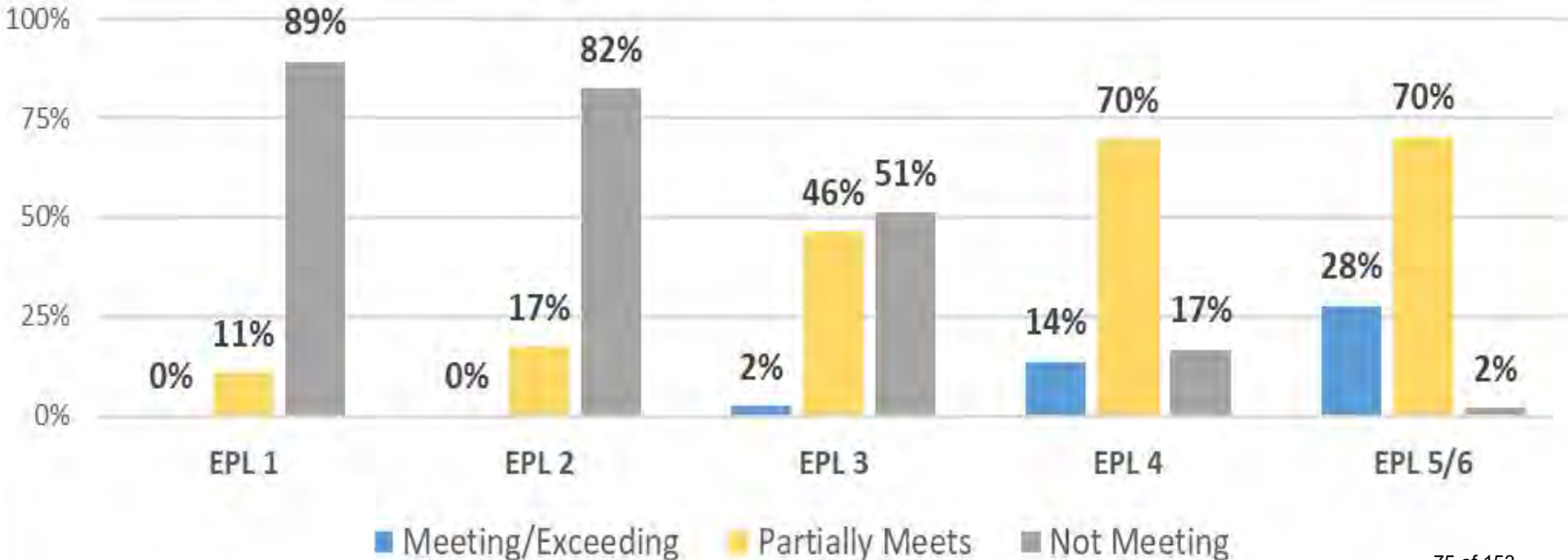
# Current State

# Student English Proficiency Levels



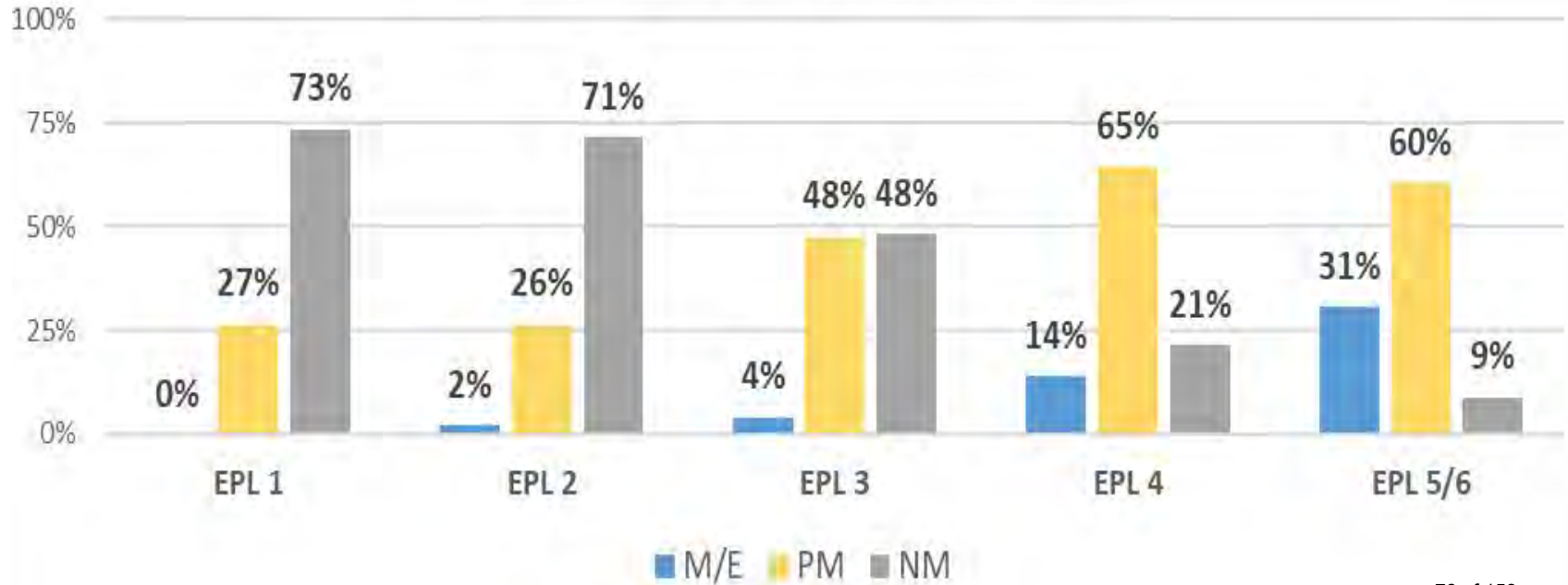
# SY22 MCAS Results | ELA Achievement by EPL Level

MCAS ELA Achievement Levels by English Proficiency Level (EPL)  
EL Students with ACCESS + MCAS



# SY22 MCAS Results | Math Achievement

MCAS Math Achievement Levels by English Proficiency Level (EPL)  
EL Students with ACCESS + MCAS



# English Language Proficiency Progress

Percentage of Students Who Met Progress Targets	2018	2019	2020	2021	2022
WPS: ELs	44%	43%	42%	18%	38%
State: ELs	51%	50%	49%	29%	43%

Program	% ELs who met progress targets in 2022
DL	52%
SEI	40%
TBE	37%

Program	% ELs who met progress targets in 2022
Opt Out	26%
District	38%



# Next Steps Toward Desired State

# MLE Priorities for the 2022-2023

*If* we create **systems** to support schools with **asset-based**, high quality **instruction** for all multilingual students in the WPS

*Then*, multilingual students can fully and meaningfully **access** and participate in 21st century education that results in students attaining **high levels** of English proficiency, **mastery** of grade level standards and opportunities to develop proficiency in **multiple languages**.



# MLE Strategies for 2023 & Beyond

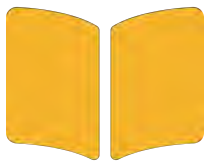
*Powerful Practices for All Classrooms  
with Multilingual Learners*

1. Culturally Responsive
2. High Academic Expectations
3. Systematic Language Development
4. Academic Reading, Writing, and Conversations
5. Scaffolding and Support

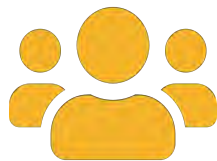




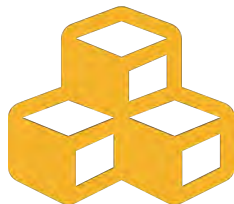
# District Approaches for Improvement



Provide guidance and support for the delivery of high quality English language instruction



Lead district wide effort to ensure cross-departmental collaboration focused on MLs



Provide professional development and job-embedded coaching

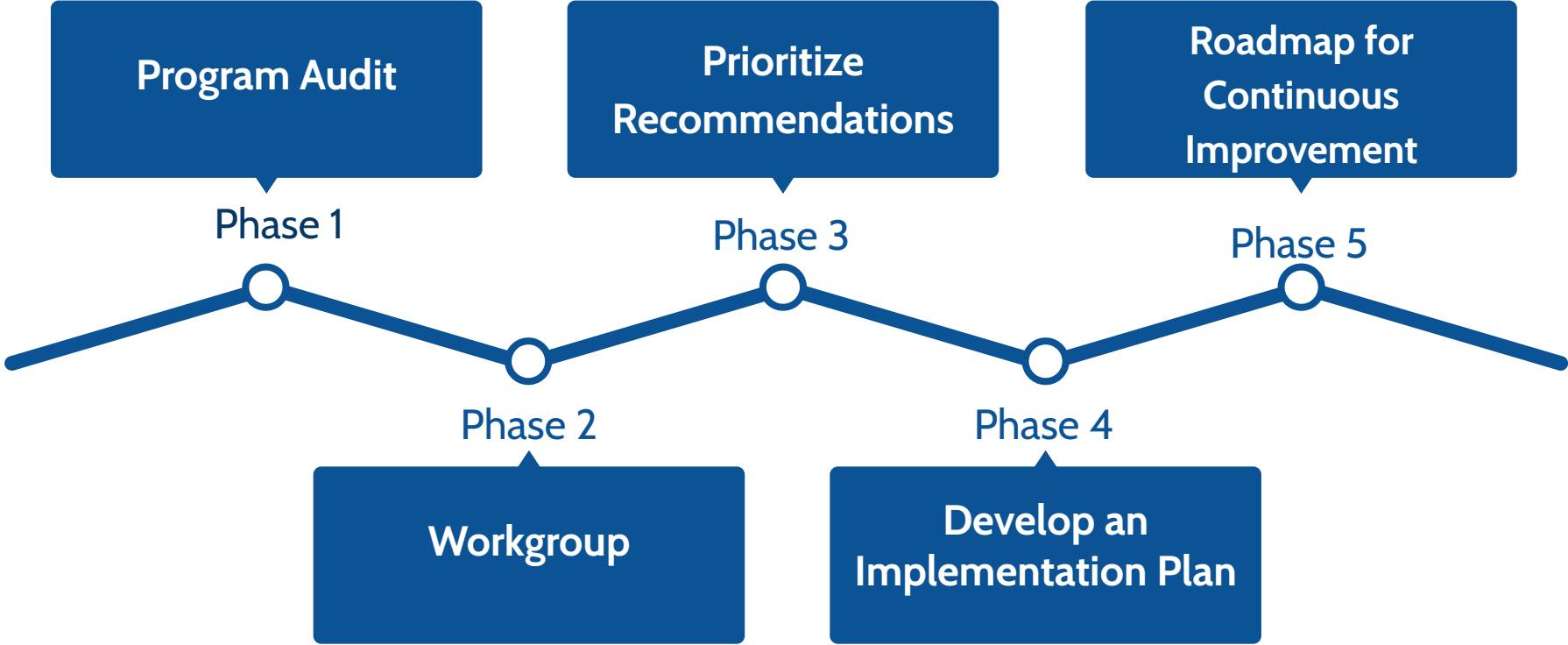


Engage all stakeholders in continuous improvement and progress monitoring



Study and scale promising district practices

# Roadmap Ahead



# Thank You





N. APPROVAL OF GRANTS  
Administration  
(January 10, 2023)

ITEM – gb 3-37  
S.C. MEETING 1-19-23

ITEM:

To consider approval of the FY23 STARS Residency Grant for Worcester Technical High School in the amount of \$5,950 administered by the Massachusetts Cultural Council.

PRIOR ACTION:

BACKUP:

Annex A (17 pages) contains the response to the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Approve on a roll call.



## Grant Acceptance Form

**Name of Grant:** FY23 STARS Residency Grant

**Type of Funder:** Massachusetts Cultural Council

**Awarded Amount:** \$5,950

**Grant Funding Period:** Upon Approval – June 30, 2023

**Project Title:** Hip Hop Street Art Culture Program at Worcester Technical High School

**Program Coordinator:** William Foley/Kim Smaltz

**Purpose:** These funds support activities that bring students and teachers together with practicing artists, scientists, and humanists to create rich cultural experiences.

**Description of the program:** Students will work with a local artist resident to create visual arts projects designed to help them understand and manage emotions, feel and show empathy toward others, and develop resilience in trying new things with a growth mindset.

**Program location:** Worcester Technical High School

**Outcomes and Measures:** Students will understand and manage emotions expressed through visual art and design as measured by completed projects and assessments.



January 05, 2023

Dear Drew Weymouth,

We are pleased to inform you that Worcester Public Schools Worcester Technical High School has been approved for a STARS Residency grant of \$5,950 (FY23-ED-RES-48103) from the Mass Cultural Council.

Thanks to vigorous advocacy from the cultural sector, the Legislature once again showed strong, bipartisan support for the Mass Cultural Council, and its programs and services in the FY23 state budget. This allows us to continue to support Massachusetts' dynamic artists and creative individuals, communities, cultural organizations, schools, and creative youth development across the Commonwealth.

Enclosed you will find a contract package that contains award instructions and reporting requirements. Please review these documents carefully and return the required paperwork to our Fiscal Department by February 10, 2023. This will help us process your grant as quickly as possible. For questions about the contract, please contact Marc Sulmonte at 617-858-2823 or [marc.sulmonte@mass.gov](mailto:marc.sulmonte@mass.gov). For questions about the program please contact Diane Daily, Program Manager, Education at 617-858-2709 or [diane.daily@mass.gov](mailto:diane.daily@mass.gov).

Culture is ultimately about you. You play an integral role in creating and supporting a cultural life in Massachusetts that is vital, accessible, and thriving. Thank you for all that you do to elevate our rich cultural life in Massachusetts.

A handwritten signature in black ink that reads 'Nina Fialkow'.

Nina Fialkow  
Chair

A handwritten signature in black ink that reads 'Michael J. Bobbitt'.

Michael. J. Bobbitt  
Executive Director



## Budget Information

The budgeted amount of funding is based on a pre-determined formula calculated by the Mass Cultural Council.

Category	Amount
Number of Sessions: 38 x \$250 per session	\$5,700
Planning Stipend	\$250
<b>Total</b>	<b>\$5,950</b>

## Applicant Information

---

STARS Residencies invests in students and teachers working with artists, scientists, and humanists. The program provides grants of \$2,500 – \$6,100 to support creative learning residencies in the arts, sciences, and humanities.

## Applicant Organization Information

Review the applicant information. If you need to update the Organization Information, use the Note feature on the left to contact a Mass Cultural Council staff person for help.

**Legal Name:** Worcester Technical High School

**Doing Business As:**

**Physical Address:**

**Address 1:** 1 Skyline Drive

**Address 2:**

**City:** Worcester

**State:** MA

**ZIP:** 01605-2885

**Mailing Address (if different):**

**Mailing Address 1:**

**Mailing Address 2:**

**City:**

**State:**

**ZIP:**

**Parent Organization:** Worcester Public Schools

**Fiscal Agent:**

Please note, organizations are required to provide a physical address. A PO Box can be provided for the mailing address, but not the physical address. Organizations that do not have a facility or office typically provide the address of the primary person leading the organization or group, such as the board chair, staff person, or lead volunteer for the group.

If you see "Grant Seeking Organization" listed as your parent organization, this means that you do not have a parent organization and you can disregard it.

### Primary Contact

Review the applicant information. If you need to update the Primary Contact information you can do so in your Profile. Click Home button in upper right corner to get to My Profile button.

Kim Smaltz  
 smaltzk@worcesterschools.net  
 508-799-1940

### Co-Applicant Invitation

If there is a co-applicant for this application, click on the button below to begin inviting the co-applicant. Co-applicants are optional. Co-applicants can edit and submit the application, and the final report (if you are awarded a grant). This is just an optional feature to allow you and your partner to work on these documents together. The co-applicant must have first registered in the grants management system in order to receive the invitation.

Prefix	First Name	Last Name	Email	Role	Status
Ms.	Brenda	Huggins	BHuggins@yamass.org	Co-Applicant	Accepted

### Contract Manager Information

If awarded a grant, who will serve as contract manager for the grant?

**Schools:** Enter your school's principal here, they will sign the contract.

**Individuals:** Enter your own information here, the contract will be with you, and you will sign it.

**Organizations:** The contract manager is the person responsible for ensuring the contract and attachments are completed by the authorized signatory and that it is returned in a timely fashion.

**Contract Manager**

---

First and last name of person managing contract

Drew Weymouth

**Contract Manager Title**

---

Principal

**Contract Manager Phone**

---

508-799-1940

**Contract Manager Email**

---

weymouthdg@worcesterschools.net

**Contract Manager Fax**

---

## Secondary Contact

The person who started the application on behalf of the school or the cultural partner (teaching artist/scientist/humanist or non-profit organization) is considered the primary applicant for this grant application. If there is an additional project contact at the same school or cultural partner, you can provide their information here.

**Secondary Contact Name (first and last)**

---

Brenda Huggins

**Secondary Contact Title**

---

School Partnership Manager

**Secondary Contact Email**

Bhuggins@yamass.org

**Secondary Contact Phone**

617-629-9262

## School Information

---

**School Name**

**Enter the name of the school that will take part in the residency using the search field below.**

The search field looks up schools recognized by the Massachusetts Department of Elementary and Secondary Education (DESE). There are many schools with similar names. Please look at the address as well to make sure you select the correct school.

Worcester Technical High School

**Did you find the school listed above?**

Yes

## Cultural Partner Information

---

**Cultural Partner**

**Name of teaching artist/scientist/humanist leading the residency:** Enter the First and Last name. Individual applicants, please enter your name here. Organizations and schools enter the name of the person leading the residency here.

Ice Brown

**Cultural Partner Organization Name**

If applicable. Individual applicants should leave this blank.

Young Audiences Arts for Learning Massachusetts

**Cultural Partner Discipline**

Multidisciplinary

**Cultural Partner Phone**

617-629-9262

**Cultural Partner Email**

bhuggins@yamass.org

**Have the school and the lead teaching artist/scientist/humanist worked together before?**

No

**Are there additional Cultural Partners?**

No

**Residency Summary**

---

**Project Discipline**

Visual Arts

**Beginning Date**

When does the residency start? To be eligible the residencies must start September 1, 2022 or later. Residencies that started before September 1, 2022 are not eligible.

03/06/2023

**Ending Date**

When does the residency end? To be eligible the residency must end June 30, 2023 or earlier. Residencies that end after June 30, 2023 are not eligible.

05/10/2023

**Project Title**

Hip Hop Street Art Culture

**Description**

Provide a description of the residency in 150 characters or less, by completing this sentence, "This school residency..." (Example: "brings three grades of Central Elementary School together to create a play with teaching artist Gale Rogers in order to celebrate difference.")

engages 40, 9-12th graders in the Vocational Opportunities & Career Pathways Program at Worcester Tech HS to explore Street Art and entrepreneurship.

**Residency is scheduled during: School hours, Afterschool hours**

School hours

**How will the residency be delivered?**

Fully in-person

**Grade level(s) of participating students involved**

Select multiple grades [K-12].

9, 10, 11, 12

**Number of students directly involved in the residency (estimated)**

40

**Duration of Residency**



**Total number of days per classroom or group of students**

---

18

**Total number of days in school**

---

19

**Residency Description**

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**Planning**

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**Planning with the Cultural Partner**

---

Planning Time is a critical step in developing a valuable and creative learning experience for the students. Each grant will include a \$250 stipend to pay the Cultural Partner for time spent planning with the school before and during the residency.

Briefly indicate which school representatives will be involved in the planning with the Cultural Partner, approximately when that will happen, and for how long they will meet/talk?

For example, The four 3rd grade teachers will meet with the Cultural Partner for one hour in-person one month before the residency, followed by a total of one hour of individual meetings during the residency.

Young Audiences of Massachusetts (YAMA) has met with Assistant Principal Kim Smaltz to determine goals, schedule, and logistics. The YAMA School Partnership Manager will attend an additional 1 hr partner orientation with the teaching artist, Ice Brown for further planning prior to the first day of class. YAMA and Assist. Principal will meet with the teaching artist for a mid-point assessment and end of the program evaluation, for a total of at least 4 planning hours.

**Learning Objectives**

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### Student Learning Objective #1

---

Provide a brief description of one of the Top 2 Student Learning Objectives for this residency. Character limit is 250 including spaces for each learning objective.

Students will understand and manage emotions expressed through visual art and design, set and achieve goals through collaborative teamwork, feel and show empathy toward others, and develop resilience in trying new things with a growth mindset.

### Student Learning Objective #2

---

Provide a brief description of the other of the Top 2 Student Learning Objectives for this residency. Character limit is 250 including spaces for each learning objective.

Students will develop understanding of an entrepreneur mindset, creative branding, basic drawing and design skills including shape, color, texture, and typography explored in 2D media.

### Socially Conscious Learning Objective

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What will students learn to prepare them to be positive contributors to their world? For example, does the residency help them connect with their own voice or with the world around them (such as their school, their community, environment, or another culture?)

Students will express an empowered sense of self identity and racial identity by observing and responding to artwork and brands by influential and local Street Artists from Boston and Worcester.

## Overview and Details

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## Residency Overview

What is the goal of the residency? What will the cultural partner(s) be doing? What will the students be doing? What will the teacher(s) do before and after the residency to extend learning? (Note: descriptions of individual sessions belong in the next section.) If the residency involves more than one grade, identify the unifying theme and discuss how the grades will explore the same content. If the residency involves more than one teaching artist/scientist/humanist, describe how they will plan together before and during the residency.

The goal of Young Audiences and Worcester Tech HS is to give VOC-P students an artistic pathway to social emotional well being while developing social awareness and essential life skills through trauma-informed and culturally responsive pedagogy. The Street Art Culture residency with Ice Brown provides students an important opportunity for creative expression through visual art and joyful interaction with their peers. From a creative youth development standpoint, the goal is for students to develop entrepreneurship skills, how to apply visual art learning (color, shape, texture and typography) to communicate their feelings and ideas through branding and wearable art projects. Street Art Culture, one of the multidisciplinary facets of Hip Hop, incorporates exploration of a shared urban experience. Students will explore the geographic, historic, and cultural influences of local Street Artists. Hip Hop Street Art Culture reflects the diverse BIPOC cultural backgrounds of the student body of Worcester Tech.

YAMA's teaching artist, Ice Brown is an exciting multi-disciplinary artist hailing from Jamaica, currently living in Worcester and working as a professional dancer, choreographer, and designer of wearable art working in Worcester, Boston and beyond. Ice Brown is a master teaching artist and passionate creative youth development practitioner, partnering with YAMA in many residencies across Boston, Revere, Everett, and Worcester. Worcester Tech teachers in the VOC-P program are highly dedicated with a wide variety of experience and expertise, with positive, effective and on-going rapport with students, and will work in partnership with Ice to meet individual student needs and abilities. For the 2022-2023 school year, we will engage 40 students in two classes, twice a week in 40 minute sessions for 9 weeks (March 6 - May 10, 2023 - 18 sessions per class, 36 sessions total) culminating in a learning showcase for students to share and reflect on their work.

## Residency Details

Detail what will happen in the residency sessions to show how the residency will achieve all three Learning Objectives listed above. If the residency is 10 sessions per classroom or less, detail each session. If the residency is more than 10 sessions per classroom, provide the detail by groups of sessions (for example, Sessions 1-3, Sessions 4-6, Sessions 7-9, Sessions 10-12, etc.) For each session (or group of sessions) tell us what the Cultural Partner will teach, what activities the students will do, and what the teacher(s) will do before and after the session(s) to extend the learning.

The residency is a sequential learning experience in which students have opportunities to create, observe and respond to Street Art Culture and influential artists. In each cycle, skills and exploration will build from class to class, depending on the needs and interests of the students. Common to all sessions are exercises to develop trust and a sense of safe space for students to build positive relationships with each other and the teaching artist, exploration of art work by influential local Street Artists, hands-on visual arts projects, and time for class reflection and critical thinking throughout and at the end of each lesson. Overall, students will learn Street Art vocabulary/concepts; entrepreneurship and branding skills, visual art skills including exploring color, shape, texture, and typography in hands-on 2D media design projects.

Weeks 1 & 2 (Lessons 1-4): teaching artist and students will engage in “ice-breaking” activities, discuss the structure of the residency sessions, and collectively create a Class Agreement defining class expectations. Activities progress to learning about the history of Street Art culture by exploring works by artists Allen Iverson and Basquiat. Art project: Exploring basics of design by pencil and marker tracing and stenciling - shape and typography.

Week 3 (Lessons 5 & 6) Students will explore how “self” is portrayed through Street Art, explore individual and unique style, Observe and respond to the work of local artist London Customs, introduce the concept of entrepreneurship. Art Activity: Explore positive and negative space - Art Activity: Black and White Vector Collage.

Weeks 4 & 5 (Lessons 7-10): Students will learn about local BIPOC artist/entrepreneurs One Gig in downtown Boston and Wavvz New Age, and discuss how designs/branding translates from the page to wearable art including hoodies, t-shirts, and sneakers. Art Activity: Exploring color theory in design with colored pencils, designing a logo based on a reference image.

Week 6 (Lessons 11 & 12) Students will learn about influential graffiti artists including Basquiat & Banksy, and explore further into typography, fonts and wording to express feelings and ideas in their designs. Art Activity: continue with colored pencil and markers

Week 7 (Lessons 13 & 14) Exploring messaging and style in street art, inquiry- “What is your message?” explore styles: cartoon, realism, etc and observe and respond to local artists Mayd in America & °X BLVCK ICE BRANDS. Art Activity: Tracing everyday objects for inspiration using colored markers to communicate ideas.

Week 8 (Lessons 15 & 16) The program will culminate in a piece of wearable art, whether a tshirt, hoodie, or sneaker as a canvas. Part One - students will learn about the fabrication process of local Bespoke artists. Art Activity: Students will plan final designs for their personal brand logo, pulling from their work created during the class.

Week 9 (Lessons 17 & 18) Part Two: Students will complete their final projects (using paints and textiles as time allows) share, and reflect how their understanding of Street Art, themselves, and their peers has changed over the course of their experience, and opportunities to continue curiosity and learning on their own, culminating in a community Art Show.

## Session Calculation

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The session information should align with the responses provided within the Residency Description.

Please consider the following when preparing your answers:

- A session is the creative learning time when the Cultural Partner is working with students.
- One session is 30-75 minutes long and 80 -120 minutes equals two sessions.
- Additional sessions with the Cultural Partner are school assemblies, special afterschool sessions, etc

## Session Calculation

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The total number of sessions you calculate below determine the maximum grant award your residency is eligible for. If you have any questions, contact Diane Daily.

**Number of classrooms or groups of students participating**

---

2.0

**Number of sessions per classroom or group of students**

---

18.0

**Number of additional sessions. Note: you can only count sessions if the Cultural Partner is present (if not applicable enter "0")**

---

2.0

**Total Number of Sessions**

Click on Save Draft to calculate the total sessions.

38.0

**Request****Amount Requested**

Based on the number of sessions and planning stipend. Your grant request is calculated as  
(Number of sessions X \$150) + \$250 planning stipend

Click on the Save Draft button to calculate the amount requested.

\$5,950

**Grant Amount (if approved)**

The maximum grant amount is \$6,100. If your amount requested exceeds \$6,100 you will need to secure additional funds from another source if your residency is approved.

The minimum award amount is \$2,500. If your amount requested is below \$2,500 based on your session calculation, the smallest award you could receive is \$2,500 so you can plan your budget accordingly.

\$5,950

## Acknowledgement

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### Ready to Submit?

Once you click "Submit" below, you will no longer have access to make changes to your application. A copy of your application will be sent via an email attachment upon submission.

**Please note: You have not successfully submitted your application until you see the following message: "Congratulations - You have successfully submitted your application. Click on the Home button to return to your home portal."**

**Authorized Signature: I certify that all the information contained in this application, including all supporting documents and materials, is true and correct to the best of my knowledge. I hereby release Mass Cultural Council, its members, and employees, from any liability and/or responsibility concerning the submission of materials to this program. In addition, I agree that the required public acknowledgment will be given to Mass Cultural Council if this application is approved. I understand that failure to respond to any of the items requested in this application may seriously hinder its consideration. I certify that we are committed to the completion of the proposed activities in compliance with legal requirements and granting procedures and will file the report required by the Mass Cultural Council.**

Clicking "submit" below serves as an authorizing electronic signature.

### Authorized Signature

---

I agree





N. APPROVAL OF GRANTS  
Administration  
(January 10, 2023)

ITEM – gb 3-38  
S.C. MEETING 1-19-23

ITEM:

To consider approval of the of the FY23 FC181 English Learner Education Support in the amount of \$421,326.00 from The Center for School and District Partnership (CSDP) /DESE.

PRIOR ACTION:

BACKUP:

Annex A (11 pages) contains the response to the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Approve on a roll call.



**Name of Grant:** English Learner Education Support Grant

**Type of Funder:** Center for School and District Partnership (CSDP) /DESE

**Awarded Amount:** \$421,326.00

**Grant Funding Period:** Upon Approval – 6/30/23; 7/1/23 – 8/31/23

**Project title:** English Learner Education Support (State) COMP

**Program coordinator:** Carmen Melendez-Quintero

**Purpose:** There are two goals for the grant:  
Goal 1: Develop an alternative bilingual ELE program for English learners.  
Goal 2: Continue a "grow your own" bilingual education hub that would support and encourage statewide initiative and collaboration, improve the Bilingual Education educator pipeline, share knowledge to accelerate the adoption of proven and recognized programmatic models for English learners, and develop successful models that can be replicated for years to come.

**Description of the program:** For Goal 1, a focus on linguistically and culturally responsive instruction curricular projects, with specific focus on a shift in instructional practice to focus on our programs' identified core instructional framework. Additionally, there will be a deeper focus on student-centered instruction via the ARC for Biliteracy curriculum.  
  
For Goal 2, engaging in more targeted recruitment efforts within our own community and to provide a range of high-quality professional development activities intended to enhance the breadth and depth of knowledge of educators in our current and expanding bilingual programs. With support from DESE, we have been building our Bilingual Hub and introduced the new Bilingual Educators' Institute,

**Program location:** For Goal 1: La Familia, Chandler Magnet, Woodland Academy, Burncoat Middle, Burncoat High.

**Outcomes and Measures:**

For Goal 1:

- growth in common assessments across both English and Spanish, particularly when disaggregated for sub-groups
- MCAS (English) and STAR Math (Spanish and English)
- Increased retention in dual language programs for students identified as English learners.
- Improve reading outcomes, as measured by ARC ENIL (Spanish) and IRLA (English) as well as STAR Reading (Spanish and English)
- ACCESS Scores meeting progress targets
- Increase in the number of students who earn the State Seal of Biliteracy
- Qualitative measures including observational feedback and self-evaluation

For Goal 2:

- 30 (26 Worcester, 4 Milford) educators will complete 8 credits of bilingual coursework and earn the bilingual endorsement in 2023
- 30 bilingual high school and college students will participate in internships in bilingual education
- 8 educators and 2 future educators (students) will attend MABE's regional conference in March 2023
- 200 educators will participate in WPS's 4th Annual Conference for Bilingual Educators in summer 2023
- 50 early childhood education providers will participate in professional learning for multilingual learners
- 15 new bilingual educators and leaders will participate in New Bilingual Educators' Institute
- 3 educators in leadership roles will participate in biliteracy professional learning opportunities
- 100% of students in bilingual programs are taught by a teacher who holds a bilingual endorsement.



OFFICE OF THE GOVERNOR  
**COMMONWEALTH OF MASSACHUSETTS**  
STATE HOUSE • BOSTON, MA 02133  
(617) 725-4000

**CHARLES D. BAKER**  
GOVERNOR

**KARYN E. POLITO**  
LIEUTENANT GOVERNOR

December 20, 2022

Dear Ms. Melendez-Quintero,

Congratulations! We are pleased to notify you that Worcester Public Schools has been awarded an English Learner Education Support grant in the amount of \$421,326.00.

We want to thank you for your commitment to providing high quality language learning programs. Through this funding and your continued support, we hope to expand access to great educational opportunities in the Commonwealth.

You will be receiving further instructions from the Department of Elementary and Secondary Education on next steps, and please feel free to contact Diana Gentile at [diana.gentile@mass.gov](mailto:diana.gentile@mass.gov) if you have any questions.

Sincerely,

A handwritten signature in blue ink that reads "Charles Baker".

Governor Charles D. Baker

A handwritten signature in blue ink that reads "Karyn Polito".

Lt. Governor Karyn E. Polito

**Applicant Agency:** Worcester Public Schools      **Applicant Number:** 348  
**Fiscal Year:** 2023      **Fund Code:** 181  
**Program Name:** English Learner Education Support

Budget Line Item Category				Amount		
<b>1 ADMINISTRATOR SALARIES:</b>	<b># of staff</b>	<b>FTE</b>	<b>MTRS</b>	<b>Total Amount</b>	<b>COMMENTS</b>	
				\$ -		
<b>SUB-TOTAL</b>				\$ -		
<b>2 INSTRUCTIONAL/PROF STAFF SALARIES:</b>	<b># of staff</b>	<b>FTE</b>	<b>MTRS</b>	<b>Total Amount</b>	<b>COMMENTS</b>	
				\$ -		
				\$ -		
				\$ -		
				\$ -		
				\$ -		
<b>SUB-TOTAL</b>				\$ -		
<b>3 SUPPORT STAFF SALARIES:</b>	<b># of staff</b>	<b>FTE</b>	<b>MTRS</b>	<b>Total Amount</b>	<b>COMMENTS</b>	
				\$ -		
<b>SUB-TOTAL</b>				\$ -		
<b>4 STIPENDS:</b>	<b># of Staff</b>	<b>Rate</b>	<b>Rate Type</b>	<b>MTRS</b>	<b>Total Amount</b>	<b>COMMENTS</b>
Teacher Instructional/Professional Staff	10	\$40	per hour		\$ 4,000	
Teacher Instructional/Professional Staff	15	\$40	per hour		\$ 12,000	80:20 allocation working group
Teacher Instructional/Professional Staff	5	\$40	per hour		\$ 2,000	New Portuguese dual language strand planning
Teacher Instructional/Professional Staff	25	\$40	per hour		\$ 10,000	CAFE-B Meetings
						Bilingual program alignment in subcommittee work
<b>SUB-TOTAL</b>					\$ 28,000	
<b>5 FRINGE BENEFITS:</b>				<b>Total Amount</b>	<b>COMMENTS</b>	
<b>5-a MTRS</b> (automatically calculates if MTRS box is checked)				\$ -		
<b>5-b Other</b>				\$ -		
Health Insurance				\$ -		
Other Retirement Systems				\$ -		
Federal Insurance Contributions (FICA)				\$ -		
<b>SUB-TOTAL</b>				\$ -		
<b>6 CONTRACTUAL SERVICES:</b>	<b>Rate</b>	<b>Rate Type</b>		<b>Total Amount</b>	<b>COMMENTS</b>	
Consultants/Prof Dev for Teachers & Support Sta	\$3,500	per day		\$ 35,000		
Consultants/Prof Dev for Teachers & Support Sta	\$6,400	flat		\$ 6,400	ARC Trainings - 10 days	
Consultants/Prof Dev for Teachers & Support Sta	\$1,000	per day		\$ 10,000	MABE Professional Learning Activities	
				\$ -	Consultant for 80/20 language allocation	
				\$ -		
				\$ -		
<b>SUB-TOTAL</b>				\$ 51,400		
<b>7 SUPPLIES AND MATERIALS:</b>				<b>Total Amount</b>	<b>COMMENTS</b>	
Textbooks/Related Software/Media/Materials				\$ 8,000	Culturally Responsive Text Sets for Secondary Dual Language	
Textbooks/Related Software/Media/Materials				\$ -	NOT APPROVED Books and Materials to support elementary biliteracy instruction	
Textbooks/Related Software/Media/Materials				\$ 5,000	Books and Materials for CAFE-B	
				\$ -		
<b>SUB-TOTAL</b>				\$ 13,000		
<b>8 TRAVEL:</b>				<b>Total Amount</b>	<b>COMMENTS</b>	
Certified Classroom Teachers (group instruction)				\$ 21,950	NABE Annual Conference - 10 participants 9includes hotel & travel)	
Certified Classroom Teachers (group instruction)				\$ 27,400	CABE Annual Conference	
Certified Classroom Teachers (group instruction)				\$ 5,500	Biliteracy and 80:20 Model Professional Learning	
				\$ -		
<b>SUB-TOTAL</b>				\$ 54,850		
<b>9 OTHER COSTS:</b>				<b>Total Amount</b>	<b>COMMENTS</b>	
Advertising				\$ -	NOT APPROVED A public relations campaign to promote multilingualism	
				\$ -		
				\$ -		
				\$ -		
<b>SUB-TOTAL</b>				\$ -		
<b>10 INDIRECT COSTS</b> (use indirect costs calculator)	enter rate %			<b>Total Amount</b>	<b>COMMENTS</b>	
	2			\$5,445		

<b>11 EQUIPMENT:</b> Items costing \$5,000+ per unit & having a useful life 1+ years Non Instructional Equipment	<b>Total Amount</b>	
	\$ 5,000	Audiovisual equipment for parent outreach events and family forums
	\$ -	
<b>SUB-TOTAL</b>	<b>\$ 5,000</b>	
<b>TOTAL FUNDS REQUESTED</b>	<b>\$ 157,695</b>	

Applicant Agency: Worcester Public Schools  
 Fiscal Year: 2023

Applicant Number: 348  
 Fund Code: 181

Program Name: English Learner Education Support

Budget Line Item Category					Amount	
<b>1 ADMINISTRATOR SALARIES:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
	# of staff	FTE	MTRS			
				\$ -		
<b>SUB-TOTAL</b>					<b>\$ -</b>	
<b>2 INSTRUCTIONAL/PROF STAFF SALARIES:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
	# of staff	FTE	MTRS			
				\$ -		
				\$ -		
				\$ -		
				\$ -		
<b>SUB-TOTAL</b>					<b>\$ -</b>	
<b>3 SUPPORT STAFF SALARIES:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
	# of staff	FTE	MTRS			
				\$ -		
<b>SUB-TOTAL</b>					<b>\$ -</b>	
<b>4 STIPENDS:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
	# of Staff	Rate	Rate Type	MTRS		
Teacher Instructional/Professional Staff	10	\$40	per hour		\$ 10,000	ction with the Worcester Conference for Bilingual Educators
Administrator	5	\$42	per hour		\$ 5,250	ction with the Worcester Conference for Bilingual Educators
Teacher Instructional/Professional Staff	30	\$40	per hour		\$ 14,400	sional learning for bilingual Head Start educators
Teacher Instructional/Professional Staff	10	\$40	per hour		\$ 4,800	Early Childhood PD
<b>SUB-TOTAL</b>					<b>\$ 34,450</b>	
<b>5 FRINGE BENEFITS:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
5-a MTRS (automatically calculates if MTRS box is checked)					\$ -	
5-b Other					\$ -	
Health Insurance					\$ -	
Other Retirement Systems					\$ -	
Federal Insurance Contributions (FICA)					\$ -	
<b>SUB-TOTAL</b>					<b>\$ -</b>	
<b>6 CONTRACTUAL SERVICES:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
	Rate	Rate Type				
Consultants/Prof Dev for Teachers & Support Sta	\$1,200	per day			\$ -	veria - Engage Portuguese speaking community and work with PIC
Consultants/Prof Dev for Teachers & Support Sta	\$96,000	flat			\$ 96,000	College - Bilingual Education Certificate Program
Consultants/Prof Dev for Teachers & Support Sta	\$24,000	flat			\$ 24,000	Administrator Strand
Instructional Services	\$2,000	flat			\$ 2,000	E: Technical Assistance for bilingual conference
Substitutes (long and/or short term)	\$110	per day			\$ -	APPROVED Substitutes for staff to attend CABE
<b>SUB-TOTAL</b>					<b>\$ 122,000</b>	
<b>7 SUPPLIES AND MATERIALS:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
Textbooks/Related Software/Media/Materials					\$ -	and Materials for the Worcester Conference for Bilingual Educators
Textbooks/Related Software/Media/Materials					\$ -	DVED Books and materials for new bilingual educators
<b>SUB-TOTAL</b>					<b>\$ -</b>	
<b>8 TRAVEL:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
					\$ -	
<b>SUB-TOTAL</b>					<b>\$ -</b>	
<b>9 OTHER COSTS:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
					\$ -	
<b>SUB-TOTAL</b>					<b>\$ -</b>	
<b>10 INDIRECT COSTS</b> (use indirect costs calculator)						<b>COMMENTS</b>
enter rate %				2.00%	\$4,226	



<b>11 EQUIPMENT:</b>		
Items costing \$5,000+ per unit & having a useful life 1+ years		
Non Instructional Equipment	Total Amount	
	\$ 5,000	equipment for parnt outreach events and family forums
	\$ -	
<b>SUB-TOTAL</b>	<b>\$ 5,000</b>	
<b>TOTAL FUNDS REQUESTED</b>	<b>\$ 165,676</b>	

Applicant Agency: Worcester Public Schools

Applicant Number: 348

Fiscal Year: 2024

Fund Code: 181

Program Name: English Learner Education Support

Budget Line Item Category					Amount	
<b>1 ADMINISTRATOR SALARIES:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
	# of staff	FTE	MTRS			
				\$	-	
<b>SUB-TOTAL</b>					<b>\$</b>	<b>-</b>
<b>2 INSTRUCTIONAL/PROF STAFF SALARIES:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
	# of staff	FTE	MTRS			
				\$	-	
				\$	-	
				\$	-	
				\$	-	
				\$	-	
<b>SUB-TOTAL</b>					<b>\$</b>	<b>-</b>
<b>3 SUPPORT STAFF SALARIES:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
	# of staff	FTE	MTRS			
				\$	-	
				\$	-	
				\$	-	
<b>SUB-TOTAL</b>					<b>\$</b>	<b>-</b>
<b>4 STIPENDS:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
	# of Staff	Rate	Rate Type	MTRS		
Teacher Instructional/Professional Staff	10	\$40	per hour		\$ 4,000	80:20 language allocation (summer)
Teacher Instructional/Professional Staff	15	\$40	per hour		\$ 6,000	with Portuguese DL strand planning (Summer)
Administrator	20	\$40	per hour		\$ 2,400	time to participate in bilingual programs PD
Teacher Instructional/Professional Staff	25	\$40	per hour		\$ 10,000	equal program alignment in subcommittee work
<b>SUB-TOTAL</b>					<b>\$ 22,400</b>	
<b>5 FRINGE BENEFITS:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
5-a MTRS (automatically calculates if MTRS box is checked)					\$	-
5-b Other					\$	-
Health Insurance					\$	-
Other Retirement Systems					\$	-
Federal Insurance Contributions (FICA)					\$	-
<b>SUB-TOTAL</b>					<b>\$</b>	<b>-</b>
<b>6 CONTRACTUAL SERVICES:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
	Rate	Rate Type				
Consultants/Prof Dev for Teachers & Support Sta	\$2,350	flat			\$ 2,350	MABE Professional Learning Activities
					\$	-
					\$	-
					\$	-
					\$	-
<b>SUB-TOTAL</b>					<b>\$ 2,350</b>	
<b>7 SUPPLIES AND MATERIALS:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
					\$	-
					\$	-
					\$	-
					\$	-
<b>SUB-TOTAL</b>					<b>\$</b>	<b>-</b>
<b>8 TRAVEL:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
Certified Classroom Teachers (group instruction)					\$	5,500
					\$	-
					\$	-

		\$ -	
		\$ -	
<b>SUB-TOTAL</b>		\$ 5,500	
<b>9 OTHER COSTS:</b>		<b>Total Amount</b>	<b>COMMENTS</b>
		\$ -	
		\$ -	
		\$ -	
		\$ -	
<b>SUB-TOTAL</b>		\$ -	
<b>10 INDIRECT COSTS</b> (use indirect costs calculator)			<b>COMMENTS</b>
	enter rate %		
	2.00%	\$605	
<b>11 EQUIPMENT:</b>		<b>Total Amount</b>	<b>COMMENTS</b>
Items costing \$5,000+ per unit & having a useful life 1+ years		\$ -	
		\$ -	
<b>SUB-TOTAL</b>		\$ -	
<b>TOTAL FUNDS REQUESTED</b>		\$ 30,855	

Applicant Agency: Worcester Public Schools  
 Fiscal Year: 2024

Applicant Number: 348  
 Fund Code: 181

Program Name: English Learner Education Support

Budget Line Item Category					Amount	
<b>1 ADMINISTRATOR SALARIES:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
	# of staff	FTE	MTRS			
				\$ -		
<b>SUB-TOTAL</b>					<b>\$ -</b>	
<b>2 INSTRUCTIONAL/PROF STAFF SALARIES:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
	# of staff	FTE	MTRS			
				\$ -		
				\$ -		
				\$ -		
				\$ -		
<b>SUB-TOTAL</b>					<b>\$ -</b>	
<b>3 SUPPORT STAFF SALARIES:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
	# of staff	FTE	MTRS			
				\$ -		
				\$ -		
<b>SUB-TOTAL</b>					<b>\$ -</b>	
<b>4 STIPENDS:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
	# of Staff	Rate	Rate Type	MTRS		
Teacher Instructional/Professional Staff	10	\$200	per day		\$ 2,000	professionals to attend New Bilingual Educator's Institute
Teacher Instructional/Professional Staff	15	\$200	per day		\$ 3,000	staff to attend New Bilingual Educator's Institute
Teacher Instructional/Professional Staff	200	\$200	per day		\$ 46,000	Worcester Conference for Bilingual Educators
Other (please describe)	30	\$1,000	per day		\$ -	of and College students to participate in Bilingual Education Internships
<b>SUB-TOTAL</b>					<b>\$ 51,000</b>	
<b>5 FRINGE BENEFITS:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
5-a MTRS (automatically calculates if MTRS box is checked)					\$ -	
5-b Other					\$ -	
Health Insurance					\$ -	
Other Retirement Systems					\$ -	
Federal Insurance Contributions (FICA)					\$ -	
<b>SUB-TOTAL</b>					<b>\$ -</b>	
<b>6 CONTRACTUAL SERVICES:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
		Rate	Rate Type			
Other (please describe)		\$5,000	flat		\$ 5,000	Bilingual Conference Keynote speaker honorarium
Other (please describe)		\$5,000	flat		\$ 5,000	additional presenters for bilingual conference
Consultants/Prof Dev for Teachers & Support Sta		\$4,000	flat		\$ 4,000	MABE fees for presenters
					\$ -	
					\$ -	
					\$ -	
<b>SUB-TOTAL</b>					<b>\$ 14,000</b>	
<b>7 SUPPLIES AND MATERIALS:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
					\$ -	
					\$ -	
					\$ -	
<b>SUB-TOTAL</b>					<b>\$ -</b>	
<b>8 TRAVEL:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
					\$ -	
					\$ -	
					\$ -	
<b>SUB-TOTAL</b>					<b>\$ -</b>	
<b>9 OTHER COSTS:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
					\$ -	
					\$ -	
					\$ -	
<b>SUB-TOTAL</b>					<b>\$ -</b>	
<b>10 INDIRECT COSTS</b> (use indirect costs calculator)					<b>Total Amount</b>	<b>COMMENTS</b>
		enter rate %			\$ -	
		2.00%			\$2,100	

11 EQUIPMENT: Items costing \$5,000+ per unit & having a useful life 1+ years	<b>Total Amount</b>	<b>COMMENTS</b>
	\$ -	
	\$ -	
<b>SUB-TOTAL</b>	\$ -	
<b>TOTAL FUNDS REQUESTED</b>	\$ 67,100	



O. GENERAL BUSINESS  
Administration  
(January 3, 2023)

ITEM – gb 3-29  
S.C. MEETING 1-19-23

ITEM:

To consider approval of the Job Description of the Physical Security Systems Administrator.

PRIOR ACTION:

BACKUP:

Annex A (3 pages) contains the response to the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Approve on a roll call.





**SUBJECT:** Physical Security Systems Administrator

**REPORTS TO:** Network Engineer

**ACCOUNTABILITY OBJECTIVE:**

This position is responsible for assisting the Network Engineer and the Physical Security Office with the day to day management of security cameras, ID badges, door/access controllers and other systems based in physical security for a large enterprise. The enterprise comprises 50+ school and administrative locations with 1000+ security cameras, 100+ door controllers and a farm of backend servers dedicated to video surveillance and access control.. This support role will allow the district to function optimally and help to ensure a safe learning and working environment for thousands of students, teachers and administrators.

**AREAS OF RESPONSIBILITIES:**

- Work as part of a team consisting of the Physical Security Office (Administration) and Network Engineer (I.T.) on the maintenance, management, and expansion of the district's extensive video surveillance and access control infrastructure. This position will require a highly motivated individual who is committed to-the success of the team, keeping the district on the forefront of surveillance technology, and learning/expanding their own knowledge base.
- Be available for on-call hours. Due to the security nature of this position, on-call hours may be required for certain projects, or during certain times of the year.
- Daily tasks may include reviewing video footage, updating existing camera configurations and security devices, or planning and budgeting future installs of cameras, access controllers or other security devices.
- Handle necessary tasks required for implementing RFID-based ID badge access to various schools, including printing and maintaining of new and existing ID cards.
- Working with network administration peers on planning, designing, and implementation of system infrastructure needs based on system growth/expansion.
- Use of maps and/or blueprints for retrofit and new installation designs. Applicant should have a strong understanding of camera fields-of-view, and the ability to highlight lighting condition effects as they relate to specific camera hardware.
- Applicants will be required to perform necessary walk-throughs of project sites with administration, facilities personnel and hardware vendors to design and specify optimal surveillance and access control systems per the provided guidelines, while adhering to established district standards for security.
- Perform minor installs or maintenance of existing IP / digital cameras, analog cameras, encoders, decoders, and access control systems
- Coordinate and oversee all levels of installation/repairs of all aspects of surveillance systems hardware through in-house facilities personnel or with external vendors.

- Ability to develop and deliver general training on the basic use of client surveillance software to district staff as needed.
- Communicate complex information effectively over the telephone, email, or in person
- Promote team building and a positive work environment
- Adapt easily to work assignments, additional priorities, and new procedures
- Receive constructive criticism and modify work appropriately
- Prioritize and identify needs and solve problems independently as appropriate
- Suggest procedural improvements to supervisor as appropriate
- Skillfully handle difficult situations using good judgment
- Any other duties as necessary

**REQUIRED QUALIFICATIONS:**

- 2 years of work experience installing, configuring, and administering video surveillance and access control systems.
- Working, hands-on knowledge of desktop OS Microsoft Windows 10 and later
- Working, hands-on knowledge of server OS Microsoft Windows Server 2016 and later
- Understanding of Active Directory and/or LDAP for user authentication.
- General knowledge of low voltage wiring installation and troubleshooting
- Knowledge of video surveillance and access control system suites (ie, Genetec Security Center)
- Proficient understanding of TCP/IP and ethernet networking, subnetting and routing principals.
- Ability to troubleshoot network communication issues and suggest appropriate solutions.
- Proficient in the use of access control implementation for doors/elevators, ID Cards/FOBs and their technologies (ie, iCLASS, Prox).
- Proficient in camera and access control specification for new projects, including researching the appropriate product for the specified environment and then aiding in the development of an RFP.
- Ability to research software and hardware related issues to resolution
- Excellent people skills
- Good communicator
- Ability to work with all levels of staff
- Ability to handle multiple projects simultaneously
- Reliable transportation and valid driver's license
- Ability to lift at least 40 pounds

**PREFERRED QUALIFICATIONS:**

- Certified in Genetec Security Center (Camera and Access Control)
- Certified in Axis Security Cameras (ie, Dome, PTZ, Door Stations)
- Hands on experience with HID and Mercury access controllers

- Understanding of multicast networking as it relates to network video distribution.
- Understanding of older, analog based video surveillance systems.



O. GENERAL BUSINESS  
Administration  
(January 3, 2023)

ITEM – gb 3-30  
S.C. MEETING 1-19-23

ITEM:

To consider approval of the Job Description of the WorkDay Implementation Specialist.

PRIOR ACTION:

BACKUP:

Annex A (3 pages) contains the response to the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Approve on a roll call.



**WORCESTER PUBLIC SCHOOLS  
WORCESTER, MASSACHUSETTS**

**Job Description**

**POSITION:** WorkDay Implementation Specialist

**REPORTS TO:** Budget Director

**ACCOUNTABILITY OBJECTIVE:**

This position will be the district's liaison with the City's Team for the WorkDay Software Implementation Project and will oversee the district's business processes, design and manage training programs required, responsible for the semi-annual software update reviews and creating necessary district reporting requirements.

**PRINCIPAL ACCOUNTABILITIES:**

1. Develop and maintain relationships to serve as the lead coordinator of implementation for all district departments including but not limited to, finance, human resources, information technology, and schools.
2. Serve as liaison with the City Team to ensure that the school district reaches the full capacity of this new software platform.
3. Design and manage training programs required for district staff as well as develop plans for new employees upon onboarding in conjunction with existing training leads for Student Information System (SIS).
4. Responsible for developing reports to ensure departments have all necessary required reporting.
5. Responsible for being the point of contact for all troubleshooting within the district and providing direct customer service to staff in order to correct issues that may arise.
6. Support release testing for both functionality and user roll-out
7. Communicate with all appropriate parties to ensure that the project's objectives, scope, and expected deliverables of each project phase are understood.
8. Document the City's project work plan, meetings, decisions, progress reports, and schedules and provide quarterly reporting of the district's continual progress of completion.

9. Develop and maintain an in-depth knowledge of the Workday software platform, along with the individual modules utilized in the district.
10. Ensure the district continually receives City WorkDay notifications and champion the use of the Workday platform for common functions to improve data quality, eliminate shadow systems, and reduce user and maintenance efforts and/or costs.
11. Responsible for the district's identification, research and implementation of the semi-annual software updates, including working with content managers to ensure success of any proposed updates.
12. Attend seminars, conferences, workshops, classes, lectures, etc., as appropriate, to enhance and maintain knowledge of trends and developments in the WorkDay Software platform.
13. Participate in cross department collaboration to best support district staff during this multi-year approached implementation.
14. Other duties as assigned.

**REQUIRED QUALIFICATIONS:**

- Bachelor's Degree in business administration, public administration, computer science, information management or related field.
- Must be able to demonstrate ability to manage enterprise wide software solutions.
- Demonstrate strong quantitative interests, skills, and abilities.
- Strong oral and written communication skills, as well as attention to accuracy and detail.
- Motivated with the ability to work collaboratively and independently in a fast-paced environment.
- Strong background in municipal finance.
- Experience working in K-12 or higher education.
- Valid Driver's License and/or access to reliable transportation

**DESIRED QUALIFICATIONS:**

- Master's Degree in business administration, public administration, computer science, information management or related field.



- Workday Enterprise Management Software experience preferred.
- Experience working with municipal financial departments in the use of automated municipal financial management systems and knowledge of local, state, and federal regulations.

**WORK YEAR:** Full-year position (Non-Represented)

**WORK DAY:** Full-time work schedule; 8:30am - 4:30pm

**SALARY:** \$57,262 - \$77,459



O. GENERAL BUSINESS  
Administration  
(January 4, 2023)

ITEM – gb 3-31  
S.C. MEETING 1-19-23

ITEM:

To authorize the Administration to enter into an agreement for the lease of space for up to nine years for the district's Special Education Alternative School.

PRIOR ACTION:

BACKUP:

The lease for space for the district's Alternative School at St. Casimir's will end on June 30, 2023. The Administration has issued an RFP for space for the school and recommends a three-year lease with the district's option for two additional three-year terms. School Committee approval is required for contracts in excess of three years.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Approve on a roll call.



O. GENERAL BUSINESS  
Administration  
(January 4, 2023)

ITEM – gb 3-32  
S.C. MEETING 1-19-23

ITEM:

To authorize the Administration to enter into an agreement for the lease of space for up to twenty years for the district's Special Education Transitions Program.

PRIOR ACTION:

BACKUP:

The current space at the Fanning Building is not sufficient for the enrollment of the Special Education Transitions Department. The Administration has issued an RFP for space for the program and other administrative office space and recommends a ten-year lease with the district's option for two additional five-year terms. School Committee approval is required for contracts in excess of three years.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Approve on a roll call.



O. GENERAL BUSINESS  
Administration  
(January 4, 2023)

ITEM – gb 3-33  
S.C. MEETING 1-19-23

ITEM:

To authorize the Administration to resubmit a Statement of Interest to the Massachusetts School Building Authority for Burncoat High School (district priority project) for major renovation or replacement for 2023.

PRIOR ACTION:

BACKUP:

Letter from MSBA on Burncoat High School 2022 Submission

RECOMMENDATION OF MAKER:

Approve on a Roll Call and Submit to the Worcester City Council for Approval.

RECOMMENDATION OF THE ADMINISTRATION:

Approve on a roll call.







# Massachusetts School Building Authority

**Deborah B. Goldberg**  
*Chairman, State Treasurer*

**James A. MacDonald**  
*Chief Executive Officer*

**John K. McCarthy**  
*Executive Director / Deputy CEO*

December 21, 2022

Mr. Eric D. Batista, Acting City Manager  
City of Worcester  
Worcester City Hall  
455 Main Street, Room 306  
Worcester, MA 01608

Re: City of Worcester 2022 Statement of Interest Status

Dear Manager Batista:

The Massachusetts School Building Authority (the “MSBA”) would like to thank the City of Worcester (the “District”) for expressing an interest in the MSBA’s grant program for school building construction, renovation, and repair projects through the 2022 Statement of Interest (the “SOI”) process.

Overall, the MSBA received 54 SOIs from 46 different school districts for consideration in 2022. In reviewing SOIs, the MSBA identifies the school facilities that have the greatest and most urgent need based on an assessment of the entire cohort of SOIs that are received for consideration each year.

Based upon the MSBA’s review and due diligence process, it has been determined that the Burncoat Senior High School SOI will not be invited into the MSBA’s Eligibility Period this year. If the District would like this school to be considered for future collaboration with the MSBA, the District should file an SOI in an upcoming year. The MSBA will begin accepting SOIs for consideration in 2023 on Friday January 13, 2023. Please see the information below regarding the upcoming 2023 SOI process, which is also stated on the MSBA’s website.

If the District is planning to submit an SOI in 2023, consider notifying local governing boards of your intentions, as local governing bodies will have to vote to approve submission of an SOI with the vote(s) uploaded to the SOI system, which was a new requirement in 2022 and will remain a requirement for filing an SOI in 2023.

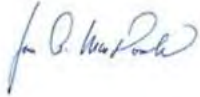
- The SOI closing date for districts submitting under the Core Program, which is primarily for projects considered as extensive repairs, renovations, addition/renovations, and new school construction will be Friday, April 14, 2023.

The MSBA is proud of the collaborative efforts with the City of Worcester on multiple school projects throughout the District and remains committed to partnering with the District to better

understand any other school facility issues. The MSBA will be sending detailed information regarding the 2023 SOI process in the coming weeks.

Please feel free to contact Katie DeCristofaro, Capital Program Manager at (617) 720-4466 should you have any questions.

Sincerely,



James A. MacDonald  
Chief Executive Officer



John K. McCarthy  
Executive Director/Deputy Chief Executive Officer

Attachment: 2022 Core Program Statement of Interest Overview

Cc: Legislative Delegation  
The Honorable Joseph M. Petty, Mayor, City of Worcester  
Donna M. Colorio, Vice-Chair, Worcester City Council  
Jermoh Kamara, Vice-Chair, Worcester School Committee  
Dr. Rachel Monarrez, Superintendent, Worcester Public Schools

O. GENERAL BUSINESS  
Administration  
(January 11, 2023)

ITEM – gb 3-39  
S.C. MEETING 1-19-23

ITEM:

Pursuant to G.L. c. 71 §§ 37E and 37F and the recommendation of the Superintendent, the School Committee hereby authorizes employment of Iandoli Desai & Cronin P.C. as legal counsel for the City of Worcester, Worcester Public Schools for the sole purpose of conducting legal services to secure H-1B visa for an existing employee for an amount not to exceed \$5,000.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Accept and file.



O. GENERAL BUSINESS  
Clancey  
(January 11, 2023)

ITEM – gb 3-41  
S.C. MEETING 1-19-23

ITEM:

To review and update, if necessary, the Social Media Policy.

PRIOR ACTION:

BACKUP:

Current Social Media Policy.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Refer to the Standing Committee of Governance and Employee Issues.



## **POLICY FOR EMPLOYEE USE OF SOCIAL MEDIA, WEBSITES, BLOGS, & OTHER ONLINE SOCIAL TOOLS**

### **I. Purpose**

The Worcester Public School District recognizes the importance of technology and the use of modern online tools as a means to educate our students. The District also acknowledges that it has an obligation to protect student data and to maintain professional boundaries between our staff and the community. Everyone working for the District is a public employee and has an obligation to represent themselves responsibly within the community. Employees at all levels are role models for our students, both within the school and out in the community. This policy addresses staff's use of online tools such as websites, social networks, forums, virtual environments, and other online social tools. The District does not prohibit staff from using social media tools for personal use, but such use is prohibited during the work day except on breaks or when authorized by the principal, Superintendent or designee. In addition, the District prohibits posting any information online that violates state or federal laws or District policies.

### **II. Statement of Policy**

The School Committee recognizes the importance of social media for its employees, and acknowledges that staff has the right under the First Amendment, to speak on matters of public concern. Further, this policy is not meant to infringe on the rights of both union and non-union employees to engage in lawful, concerted activities under MGL Ch. 150E for the purpose of collective bargaining or other mutual aid or protection on social media sites. However, the School Committee will regulate the use of social media by employees, including employees' personal use of social media, when such use:

- interferes or disrupts the work of the school district
- is used to harass coworkers or other members of the school community
- creates a hostile work environment
- breaches student or employee confidentiality, including but not limited to posting data, documents and photographs
- crosses professional conduct or professional boundaries as defined in the
- implies that the employee is acting as an agent of the school district by referencing school or district images, logos, official names, or proprietary property

Employees who violate this policy may face discipline up to and including termination, consistent with School Committee policies and/or collective bargaining agreements, if applicable.

### **III. Definition**

Public social media networks are defined as online tools that allow interaction between one or more parties through postings, comments, or messages.

### **IV. Requirements**

All Worcester Public employees are expected to act professionally. Those viewing social media sites may view the employee as a representative of the school and/or the District. This is especially true when the employee is referring to the District, its schools, students, families, programs, activities, employees, or volunteers. The District requires employees to observe the following rules on any social media networks:

- A. The employee must not post any information online that violates state or federal laws or District policies.
- B. Employees should not use their Worcester Public School's email address for communications on public social media networks that have not been approved by the District.
- C. Employees may not act as a spokesperson for the District or post comments as a representative of the District, except as authorized by the Superintendent or the Superintendent's designee.
- D. Employees may not disclose information on any social media network that is confidential or proprietary to the District, its students, or employees or that is protected by data privacy laws.
- E. Employees may not use or post the District logo on any social media network without express written permission from the Superintendent, or designee.
- F. Employees may not post images of students on any social media network without written parental consent, except for images of students taken at public events
- G. When referring to the District, its schools, students, families, programs, activities, employees, or volunteers on any social media network, employees must be professional in all communications (text, images, or other). Employees shall not engage in communications or conduct that is harassing, threatening, bullying, libelous, or defamatory, or that encourages illegal activity or the inappropriate use of alcohol, use of illegal drugs, or sexual behavior, or an act recognized as discriminatory under the law.
- H. The District recognizes that students, staff, or other members of the public may create social media sites representing clubs, teams, or other student groups within the District. When employees choose to join or interact with these social networking sites, they do so as a de facto representative of the District.
- I. Employees have responsibility for maintaining appropriate employee-student relationships at all times and have responsibility for addressing observed inappropriate behavior or activity on these social media networks.

An employee who is responsible for a social media posting that fails to comply with the rules and guidelines set forth in this policy may be subject to discipline, up to and including termination.



O. GENERAL BUSINESS  
Kamara  
(January 11, 2023)

ITEM – gb 3-42  
S.C. MEETING 1-19-23

ITEM:

To explore a review of the certified nursing assistant job and salary and to conduct review of similar CNA positions in similar school districts.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Refer to the Standing Committee of Teaching, Learning and Student Supports.



O. GENERAL BUSINESS  
Kamara  
(January 11, 2023)

ITEM – gb 3-43  
S.C. MEETING 1-19-23

ITEM:

To review the steps of accessing accommodation services for students on IEP per the Individual and disability education Act (IDEA) and the roles that administration and parent/guardians.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Refer to the Standing Committee of Teaching, Learning and Student Supports.



O. GENERAL BUSINESS  
Kamara  
(January 11, 2023)

ITEM – gb 3-44  
S.C. MEETING 1-19-23

ITEM:

To review the process of students needing accommodation for extra time for exams or tests.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Refer to the Standing Committee of Teaching, Learning and Student Supports.



O. GENERAL BUSINESS  
Kamara  
(January 11, 2023)

ITEM – gb 3-45  
S.C. MEETING 1-19-23

ITEM:

To resume public reporting of health data and absences while COVID is still prevalent in the city.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Refer to the Administration.





O. GENERAL BUSINESS  
Administration  
(January 11, 2023)

ITEM – gb 3-46  
S.C. MEETING 1-19-23

ITEM:

To consider amending the out-of-state/country field trip policy.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Refer to the Standing Committee of Governance and Employee Issues.