

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

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

on: **Thursday, October 19, 2023**

at: 5:00 p.m. Executive Session

5:30 p.m. Regular Session

in: Esther Howland Chamber, City Hall

virtual:

<https://worcesterschools.zoom.us/j/82746440670?pwd=dmp4TnIxYThBdnhkZWQ1bm1hMjFFZz09>

Also accessible by telephone, to dial in call: +1 301-715-8592 or +1 305-224-1968

ORDER OF BUSINESS

A. General Business Items taken in Executive Session

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, Aides to the Physically Handicapped, Monitors and Drivers 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 – Massachusetts Nurses Association for and on behalf of Worcester School Nurses.

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.

B. Call to Order

C. Pledge of Allegiance/National Anthem

D. Roll Call

M. Student Advisory Committee Items

SA 3-2 Maryjane Bitar

(October 10, 2023)

To explore and utilize, as appropriate, additional mental health resources for students beyond what is currently provided. Additionally, to make a central location for students to be able to access what resources are available and to make this location known to students.

E. Consent Agenda

i. Approval of Minutes

for 3-21 Clerk

To consider approval of the Minutes for the School Committee meeting held

on September 7, 2023.

To consider approval of the Minutes for the School Committee meeting held on September 21, 2023.

To consider approval of the Minutes for the School Committee meeting held on October 5, 2023.

ii. Approval of Donations

To consider approval of a donation from Milton CAT to South High Community Diesel Technology Program in the amount of \$2,000.00.

To consider approval of a donation from the Sarah Daniels Pettit and William O. Pettit Jr. Fund for Worcester Technical High School in the amount of \$6,326.00.

To consider approval of a donation from the Saul A. Seder Fund in the amount of \$570.00 for students participating in Skills USA at Worcester Technical High School.

To consider approval of a donation from the Thurston E. Solomon and Everett J. Mortar Memorial Fund in the amount of \$469.00 for students participating in Skills USA at Worcester Technical High School.

To consider approval of a donation from the Marcia R. Katter Memorial Fund in the amount of \$3,130.00 for Worcester Public Schools preschool programs.

To consider approval of a donation from the Mary Oakley Memorial Fund to in the amount of \$530.00 to provide art supplies to Worcester Public School students.

To accept a donation in the amount of \$350,000 from the Gene Haas Foundation to Worcester Technical High School and the Skyline Technical Fund, Inc. for facility improvements and equipment purchases for the Advanced Manufacturing Program in exchange for signage and fifteen year naming rights of the space within the school as the Gene Haas Center for Advanced Manufacturing.

iii. Notification of Personnel Records

The Superintendent has approved the personnel records provided in backup.

iv. Initial Filing of Individual Recognitions

To set a date To congratulate the Worcester Public Schools Transportation Department, including all drivers, monitors, and staff, for their contributions to a successful transition to district-operated student transportation, as recognized by Association of School Business Officials, International with the 2023 Pinnacle of Achievement Award.

To set a date to recognize Transportation Director John Hennessey as the 2023 recipient of National Association of Pupil Transportation Distinguished Service Award.

v. Notices of Interest to the District or to the Public

F. Item for Reconsideration

G. Held Item

gb 3-225 Mailman

(September 26, 2023)

To request that Administration recommend the best plan to publicly monitor progress on the health of male students as it relates to their ability to participate in various programs throughout the district including areas such as attendance and achievement.

gb 3-232 McCullough

(October 3, 2023)

To request the Administration review and report back at the next committee meeting on the policy regarding alcohol usage in WPS buildings for special events with appropriate City licensure approval.

Recommendation of Maker: Refer to Administration and report back at the next committee meeting

H. Recognition

I. Public Comment

Rule 30 of the Rules of the Worcester School Committee: 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

c&p 3-10 Spaulding

(October 11, 2023)

Corey Spaulding to request to know how the matter of Federal and State Grants are controlled, appropriated and accounted for as part of the fiduciary responsibility of the School Committee.

K. Report of the Superintendent

ros 3-15 Administration

(October 19, 2023)

From Here, Anywhere... Together: Student Academic Achievement Part 2

Marco Andrade, Ph.D.

Marie Morse, Ed.D.

L. Reports of the Standing Committees**aor 3-20 Clerk**

To consider approval of the Minutes for the Teaching, Learning and Student Supports meeting held on September 12, 2023.

To consider approval of the Minutes for the Finance and Operations meeting held on September 18, 2023.

To consider approval of the Minutes for the Governance and Employee Issues meeting held on October 3, 2023.

N. Approval of Grants and other Finance Items

To consider a prior year payment to Herc Rentals in the amount of \$3,250.00 for an invoice that was received after the purchase order was closed.

O. General Business**gb 3-205.1 Clancey**

(August 23, 2023)

Response from Administration on:

To get a report on the new pilot program of Parent Square. This report to include the plan/costs/terms associated with entering into this contract.

gb 3-234 Mayor Petty

(October 6, 2023)

Request the rules of the school committee be amended to allow an item to be placed on the agenda of a school committee meeting after the Wednesday deadline and before the 48 hour open meeting law posting time with the consent of the mayor.

gb 3-235 Clerk

(October 10, 2023)

To consider approval of the proposed schedule of School Committee meeting dates for the calendar year 2024.

gb 3-236 Johnson

(October 11, 2023)

To look at the current rules of the Worcester School Committee and update in preparation for the new School committee starting in January 2024.

gb 3-237 Administration

(October 11, 2023)

To consider dedicating the auditorium at the Durkin Administration Building in honor of Dr. Helen Friel who dedicated her professional life to the Worcester Public Schools.

gb 3-238 Administration

(October 11, 2023)

Eleni Drosidis to request the School Committee confer a high school diploma on her father, George Drosidis, Doherty Memorial High School class of 1985.

P. Announcements

Standing Committee Meeting Dates:

Finance and Operations:

- October 24, 2023 at 5:30 p.m. in Room 410, Durkin Administration Building

Finance and Operations:

- November 13, 2023 at 5:30 p.m. in Room 410, Durkin Administration Building

Teaching, Learning and Student Supports:

- November 14, 2023 at 5:00 p.m. in Room 410, Durkin Administration Building

Q. Adjournment

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

M. Student Advisory Committee
Maryjane Bitar
(October 10, 2023)

ITEM: SA 3-2
S.C. MEETING: 10-19-23

ITEM:

To explore and utilize, as appropriate, additional mental health resources for students beyond what is currently provided. Additionally, to make a central location for students to be able to access what resources are available and to make this location known to students.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

E. Approval of Minutes
Clerk
(October 19, 2023)

ITEM: aor 3-21
S.C. MEETING: 10-19-23

ITEM:

To consider approval of the Minutes for the School Committee meeting held on September 7, 2023.

To consider approval of the Minutes for the School Committee meeting held on September 21, 2023.

To consider approval of the Minutes for the School Committee meeting held on October 5, 2023.

PRIOR ACTION:

BACKUP:

Annex A (8 pages) contains the Minutes of the meeting held on September 7, 2023.

Annex B (5 pages) contains the Minutes of the meeting held on September 21, 2023.

Annex C (5 pages) contains the Minutes of the meeting held on October 5, 2023.

RECOMMENDATION OF MAKER:

File.

RECOMMENDATION OF THE ADMINISTRATION:

File.

CLERK OF THE SCHOOL COMMITTEE
 WORCESTER PUBLIC SCHOOLS
 20 IRVING STREET
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The School Committee held a meeting on September 7, 2023 in Esther Howland Chamber in City Hall. The meeting was called to order at 5:00 p.m. There were present: Vice Chair Johnson, Member Clancey, Member Mailman, Member O'Connell Novick, Mayor Petty, and virtually Member Kamara, Member McCullough.

Mayor Petty made a motion to recess and move into Executive Session.
On a roll call of 7-0, the motion was approved at 5:00 p.m.

At 5:43 p.m., The roll call to reconvene in open session was approved.

The School Committee began the meeting with a moment of silence for Harris Wolobah, a sophomore at Doherty Memorial High School who passed away on Friday, September 1, 2023.

Mayor Petty made a motion to approve of the Consent Agenda.
On a roll call of 7-0, the Consent Agenda was approved.

The School Committee recognized the Belmont Street Community School for their "Exemplary Program--Central Region" award from Safe Routes to School. Member O'Connell Novick explained that Safe Routes to School is a state-wide program that looks to expand safe, non-vehicular means of getting students to and from school. Mayor Petty presented Assistant Principal, Michael Dunphy, with the 2023 MassDOT Annual Safe Routes to School, Exemplary Program - Central Region Award for the Belmont Street Community School.

The School Committee recognized Brian Allen, John Hennessey, Mike Freeman, Sara Consalvo, and the Worcester Public Schools' Transportation Department for their 2023 Massachusetts Association of School Business Officials Donald D. Johnson Operational & Cost Efficiency Award on the successful move to full district operated student transportation. Member O'Connell Novick acknowledged the hard work done by the Finance and Transportation Departments as well as the risk in taking on the move to full district-operated transportation. She spoke about the dedication to service that these departments have taken on and the positive impact they've had on staff, students and families in the Worcester Public Schools community. Executive Director of MASBOW, Margaret Driscoll, and Christina Menard, Investment Professional at VOYA Financial, recognised the Worcester Public Schools District for their accomplishments in creating a district operated transportation system in the face of rising transportation costs. The move to fully district operated transportation allowed for savings that continue to be put back into the district through field trip and athletic transportation services as well as allowing for more flexible transportation options. She highlighted how this model is replicable in other districts throughout the state. Deputy Superintendent, Brian Allen, thanked MASBOW and Voya Financial on behalf of the Administration for their sponsorship of this award. He stated that this was a result of the School Committee pushing for a better transportation system as far back as 2010. He recognised the behind the scenes work done by Budget Director, Sarah Consalvo, who made sure this was financially sustainable as well as the retired Director of Procurement, Deb Seymour, who helped to procure the buildings and vehicles that made this possible. He added that without the work done on a daily basis by Mike Freeman, John Hennessey and the entire Transportation Department this move would not have been

successful.

The School Committee recognized the retirement of Chief Diversity and Equity Officer, Ivonne Perez, for 19 years of service to the Worcester Public Schools. Dr. Monarrez, the School Committee and Mayor Petty thanked Mrs. Perez for her service and dedication to Worcester Public Schools throughout her career for over 40 years as a teacher, the Principal of Chandler Magnet Elementary and most recently as the Chief Diversity and Equity Officer. Mayor Petty presented Mrs. Perez with a key to the City of Worcester on behalf of the School Committee for her 19 years of service.

To announce and recognize all new Assistant Principals, Coordinators, and Assistant Directors to the school community and school committee.

The School Committee received public comment from Okffen Cooper, parent to a Worcester Public School middle school student. He shared his and some other parents' concerns regarding the lack of physical education his daughter receives at Worcester East Middle School.

AOR 3-19

To consider approval of the Minutes of the Governance and Employee Issues Meeting of August 23, 2023.

Member Kamara asked if it would be possible to receive an update on the Strategic Plan Committee before the end of December to give Committee members more time to review the report. Dr. Monarrez responded that updates will be provided to the full School Committee throughout the year and up to the first meeting in December.

Mayor Petty made a motion to approve.
On a voice vote, the item was approved.

gb 3-215 Administration

(August 30, 2023)

To interview the Superintendent's recommended candidate for the position of Director of Special Education and Intervention Services and, if warranted, to take any related vote regarding the recommended appointment of the candidate to the position.

Dr. Monarrez introduced Dr. Tammy Murray and explained the process for the hiring of this position.

Mayor Petty asked, What is your vision for WPS around special education and intervention services? Dr. Murray responded that her vision begins with being in compliance with state and federal laws along with making Worcester Public Schools Special Education Department a model for other districts around the state.

Member McCullough asked, what are your experiences around supporting teachers and leaders around providing high quality instruction to our students who have specialized needs? Dr. Murray responded that during her time as an Occupational Therapist she was able to work directly with teachers and other support staff. She added that in her current position she is responsible for overseeing compliance with families. She stated that, through her experience, a culture of collaboration and being proactive can help with student outcomes and performance.

Member Kamara asked, how will you support the community in gaining a deep knowledge of

special education services, programs, and how students are making progress? Dr. Murray responded that as a Special Education Director, she feels that it is important to be out in the community and one way to do that is through the Special Education Parent Advisory Council and that strengthening CPAC would be a priority.

Member Clancey asked, can you talk about your experiences around special education laws and the impact on programs in schools. Dr. Murray responded that she has worked her entire career under Special Education Laws and regulations. She stated that in her current role, she organized a Compliance Program Review through DESE in June where she was able to learn areas that needed improvement and make a plan to improve the special education program through professional development and data analysis. She also spoke about the importance of making sure a student is ready to leave a program before they reach their graduation date.

Member O'Connell Novick asked, we know that students who will be under your department's purview were particularly impacted by the pandemic's influence on learning. What is your perspective on this, and how will you lead a department that is working through that with students, staff and families? Dr. Murray responded that the special education field is definitely still feeling the effects and learning loss from the pandemic. She stated that her strategy is to evaluate students on an ongoing basis to see where they are currently vs. where they need to be and using targeted interventions to get them back on track to be successful.

Member Johnson asked, talk about your experiences with students in sub-separate classrooms and your thoughts on inclusionary practices. Dr. Murray responded that she has worked with sub-separate classrooms her entire career and in that capacity she was able to work with all levels of staff to help students be successful. Her belief is that students should be constantly monitored to see what learning environments suit their individual needs as well as making sure students have opportunities throughout the day if it's appropriate for the student.

Member Mailman asked, how will you evaluate existing personnel for effectiveness and put in place systems of accountability for the department? What has been missing? Dr. Murray responded that she believes staff should be held accountable for work done during their scheduled work hours but it is also important to make sure they are supported in the work they are doing. She would look at caseloads, working with the Quadrant teams and Executive Directors and making sure everyone understands their roles and responsibilities when it comes to reorganization.

Mayor Petty made a motion to recommend the appointment of Dr. Murray to the Director of Special Education Intervention Services, subject to contract negotiations.

On a roll call of 7-0, approved.

ros 3-13 Administration

(September 7, 2023)

From Here, Anywhere... Together: Welcome Back, School Year 2023-34

Rachel H. Monárrez, PhD

Member Kamara asked about the diversity of educators that the district hires and if there is a way to welcome more educators from diverse backgrounds to come work in the district. Dr. Monárrez stated that when looking for educators, they seek the most talented individuals because the students and families who attend Worcester Public Schools deserve the highest quality educators. She added that she will be working with Dr. Henry, the Chief Equity Officer, to create core values for the district as a whole to provide clarity on how decisions are made

and give a better idea of how things are done throughout the district.

Member Johnson asked for a report on the status of paraeducators in kindergarten classrooms. He added that there should be a discussion about the Worcester Public Schools facilities to address the growing population in Worcester.

Member O'Connell Novick expressed concern about COVID regulations and echoed Member Johnson's concerns about the growing Worcester Schools population. She added that there should be a plan in place to help provide supplies to students and staff that goes beyond the expectation put on parents to provide their children with the supplies requested from schools.

Member Mailman stated that, in her opinion, the district could be doing better in terms of customer service and communication to the families, students and the community.

Mayor Petty made a motion to file the item.

On a voice vote, the item was filed.

Approval of Grants and other Finance Items

To consider approval of funds to support the Early College Promise Pilot from DESE/Gates Foundation via MA Alliance for Early College in the amount of \$300,000.00.

Member O'Connell Novick asked for clarification on the program in regards to the students graduation status when participating in this program. Director of Early College, Dan St. Louis, explained that students would graduate and walk the stage as they normally would and then be re-enrolled in Worcester Public Schools as a 5th year student. The grant would allow for the district to fund these students' education in the first year of the program when Chapter 70 funding would not be available. Member O'Connell Novick asked if the \$300,000.00 would be enough funding for all 30 students in the first year of the program as well as if the district would be responsible for funding in the second year, when they are no longer covered by the grant. Mr. St. Louis responded that during the first year, the grant would be used to cover tuition and other expenses, in the second year the district would have to provide funding through the general fund.

Member Kamara asked how the 20 students for this program were chosen, their demographics, and the recruitment strategies used to promote the program. She also asked if the part time position listed in the report was a new position or one that was already a part of the Early College Department. Mr. St. Louis responded that emails and calls went out to all students and Early College Guidance Counselors. He added that the state's future goal is to get students up to 30 credits before graduation, then get another 30 in their 5th year, so they can leave with an Associates Degree. When deciding which students would be in the program, they considered the students who had already attained some college credits and would be closer to achieving the goal of getting an Associates Degree. He added that in the end no one was turned away from the program and every student who wanted to join was able to. He listed the demographics for the program as follows: 43% Hispanic or Latino, 24% White, 19% Black and 14% Asian; the majority are low income and former English Language Learners. Finally, he stated that the additional Early College Counselor part time position would be to have someone who is solely dedicated to these students and this program.

Member Clancey asked if students involved in this program could apply for financial aid. Mr. St. Louis responded that their financial aid would not apply to this program. Member Clancey asked if students would still be able to receive Special Education services after they graduate and re-enroll in this program. Mr. St. Louis responded that students are re-enrolling in

Worcester Public Schools and declining their diploma until the end of the program so they should still be able to receive Special Education services.

Mayor Petty made a motion to approve.

On a roll call of 7-0, Grants and other Finance Items were approved.

gb 2-298.1 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 WPS buildings.

Mayor Petty made a motion to file.

On a voice vote, the item was filed.

gb 2-305.1 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 multilingual program review.

Member Kamara asked how it is determined that a school will have in person language courses versus virtual language courses. Assistant Superintendent, Marie Morse, responded that there are two reasons for determining language course offerings, the first is student interest and second is educator licensure.

Mayor Petty made a motion to file.

On a voice vote, the item was filed.

gb 3-157.1 Clancey

(June 1, 2023)

To consider creating a policy regarding graduation ceremonies and student participation.

Member Clancey explained that this item was meant to be in Governance and Employee Issues and was not meant to be added to the agenda.

Mayor Petty made a motion to send the item to Governance and Employee Issues.

On a voice vote, the item was sent to Governance and Employee Issues.

gb 3-204 McCullough

(June 11, 2023)

To get an update on the AVID program in WPS including current schools, grades, activities, offerings etc.

Member McCullough requested an update in a Report of the Superintendent rather than sending it to Teaching, Learning and Student Supports. Dr. Monarrez responded that she would include that information in a Report of the Superintendent.

Mayor Petty made a motion to send the item to the Administration.

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

gb 3-205 Clancey

(August 23, 2023)

To get a report on the new pilot program of Parent Square. This report to include the

plan/costs/terms associated with entering into this contract.

Member Clancey expressed concerns about entering into a contract with this company without being given much information ahead of time.

Mayor Petty made a motion to send the item to the Administration.

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

gb 3-206 McCullough

(August 26, 2023)

To review the district transportation policy regarding transportation only provided two or more miles from the assigned school. With in-house transportation, explore the ability to reduce that to less than 2 miles.

Member McCullough explained that she wanted to send this item to Finance and Operations to look at this in terms of safety as well as distance. Member O'Connell Novick asked Mayor Petty what the most effective way to communicate with the City Transportation Department would be to emphasize the importance of safe, pedestrian transportation to school. Mayor Petty explained that this is a complicated issue as it involves both the district and city budget and both are limited in the amount of work they allow. He recommended having a conversation with the City Manager and Superintendent Monarrez.

Mayor Petty made a motion to send the item to Finance and Operations.

On a voice vote, the item was sent to Finance and Operations.

gb 3-207 Administration

(August 28, 2023)

To consider approval of the Vision of a Learner.

Member O'Connell Novick expressed concerns about sharing information in more ways than just digitally. She also suggested that the members of Teaching, Learning and Student Supports consider whether or not the pages including information on innovative instruction are a part of the Vision of a Learner. Member Kamara asked for clarification on how students are able to communicate data. Dr. Monarrez responded that there is a policy in place that requires students to be able to effectively communicate data but she will ask that the sub committee explore how that information can be embedded in the Vision of a Learner.

Mayor Petty made a motion to send the item to Teaching, Learning and Student Supports.

On a voice vote, the item was sent to Teaching, Learning and Student Supports.

gb 3-208 O'Connell Novick

(August 30, 2023)

Request administration consider informing and training wraparound coordinators and the Family and Community Engagement department in assisting families in applying for benefits to which they are entitled.

Member O'Connell Novick explained that this item is intended to help give more information to families on the potential benefits they could be receiving. Member Mailman added that much of this work is done with community partners so this could be another opportunity to work with them. Member Kamara added that it may be beneficial to include benefits that are applicable to new immigrant families within the community and to diversify our community partners to reflect the students within the district.

Mayor Petty made a motion to send this item to the Administration.
On a voice vote, the item was sent to the Administration.

gb 3-209 O'Connell Novick
 (August 30, 2023)

To amend rule 24 of the Worcester School Committee to read as follows: Any member wishing to place an item on an upcoming agenda shall send it to the Clerk, copying the Vice Chair of the Committee by the Wednesday preceding a regular meeting. *Any item filed by more than one member will be placed on the agenda under the name of the member who filed the item first.*

Member McCullough asked if this item could be voted on tonight rather than going to Governance and Employee Issues. Member Kamara asked if a call can be made by the Clerk to the committee members when the same item gets filed by more than one member.

Mayor Petty made a motion to approve the item.
On a roll call of 7-0, the item was approved.

gb 3-210 O'Connell Novick
 (August 30, 2023)

To commit as a body and as individuals to the state school committee code of ethics contained in policy BCA.

Member O'Connell Novick emphasized the importance of this policy and respecting boundaries of the relationship between the School Committee, the community and the Administration in terms of policy creation and voting items on the Committee floor.

Member McCullough clarified that this item was something that was already approved and this is just a vote to commitment to follow the policy. Member O'Connell Novick confirmed that is correct.

Mayor Petty made a motion to approve the item.
On a roll call of 6-1 (No: Mailman), the item was approved.

gb 3-211 Administration
 (August 30, 2023)

To consider approval of the calendar for the Reports of the Superintendent for the 2023-24 school year.

Member Kamara asked for reports on curriculum, College and Career Readiness and the Equity Task Force. Dr. Monarrez suggested blending these topics into some of the other Reports of the Superintendent. She made a recommendation to take the Instructional Priorities Update on November 2nd, move School Safety to November 16th, move the Multilingual Program Audit Report to January 4th and move Family and Community Engagement Framework Implementation Update to February 15th.

Member Johnson made a motion to approve the amendment suggested by Dr. Monarrez.

Mayor Petty made a motion to approve the calendar as amended.
On a voice vote, the item was approved as amended.

gb 3-212 O'Connell Novick
(August 30, 2023)

To create a reasonable, future ready district cell phone policy.

Mayor Petty made a motion to refer the item to Governance and Employee Issues.
On a voice vote, the item was referred to Governance and Employee Issues.

gb 3-214 Administration
(August 30, 2023)

To consider approval of the final list of individuals involved with the Strategic Plan Task Force.

Mayor Petty made a motion to approve.
On a voice vote the item was approved.

gb 3-216 Administration
(August 24, 2023)

To approve a three year lease agreement for 6 Richards Street for additional parking spaces to serve employees and visitors of Goddard School of Science & Technology.

Mayor Petty made a motion to approve.
On a roll call of 7-0, the item was approved.

Mayor Petty made a motion to adjourn the meeting.
On a voice vote the meeting was adjourned at 8:43 p.m.

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

The School Committee held a meeting on September 21, 2023 in the Esther Howland Chamber in City Hall. The meeting was called to order at 5:00 p.m. There were present: Vice Chair Johnson, Member Clancey, Member Mailman, Member O'Connell Novick, Mayor Petty, and virtually Member Kamara, Member McCullough.

Mayor Petty made a motion to recess and move into Executive Session.
On a roll call of 7-0, the motion was approved at 5:00 p.m.

At 6:00 p.m., The roll call to reconvene in open session was approved.

Mayor Petty made a motion to approve the Consent Agenda.
On a voice vote, the Consent Agenda was approved.

Reconsideration:

gb 3-210 O'Connell Novick
 (August 30, 2023)

To commit as a body and as individuals to the state school committee code of ethics contained in policy BCA.

Mayor Petty made a motion to reconsider the vote taken on item gb 3-210.
On a roll call of 3-4, (Yes: Johnson, Yes: Kamara, Yes: Mailman, No Clancey, No: McCullough, No: O'Connell Novick, No: Mayor Petty), the motion failed.

The School Committee then recognized Jennifer and Michael Cormier: Founders and Coaches of Forest Grove Middle School softball program and Nicholas Chacharone: Founder and coach of Forest Grove Middle School baseball program.

Dr. Monárrez thanked the Cormiers, Mr. Charcharone and the parents and community for creating these opportunities for Forest Grove students. Member McCullough added the School Committee has been advocating for Middle School sports but the expansion of Middle School sports could not be achieved without the support of parents and community members. She thanked the Cormiers and Mr. Chacharone for their time and commitment to the Worcester Public Schools. Mayor Petty thanked the Cormiers and Mr. Chacharone for all their hard work not only for Worcester Public Schools, but for the City of Worcester.

Mayor Petty made a motion to execute the Contract of Employment between the Worcester School Committee and Dr. Tammy Murray for the position of Director of Special Education and Intervention Services for the period of September 25, 2023 through June 30, 2026.
On a roll call of 7-0, the item was approved.

Member O'Connell Novick made a motion to suspend the rules to reconsider the vote so it can be re-executed.
On a roll call of 6-1 (No: Kamara), the vote to suspend the rules was approved.

Mayor Petty made a motion to reconsider the item.

On a roll call of 1-6 (Yes: Kamara, No: Clancey, No: Johnson, No: Mailman, No: McCullough, No: O'Connell Novick, No: Mayor Petty), the motion fails.

Public Comment:

Melissa Verdier, President of the Educational Association of Worcester (EAW) and Worcester resident, spoke on behalf of the Transportation Department. Ms. Verdier advocated for fair contracts for employees in the Transportation Department. She stated that those individuals working in the Transportation Department are the first and last educators to interact with students. She stated that their contract ended on June 30, 2023, therefore she requested that the School Committee and the EAW work together in a timely manner and ensure fair contract wages.

A Bus Driver for Worcester Public Schools and Worcester resident, spoke about on-going negotiations and the transfer of \$600,000 from the Transportation Department to other areas. He added that the Transportation Department is not fully staffed and that other Transportation employers are increasing wages and benefits but not those employed with this Transportation Department are not receiving the same increases. He concluded by stating that the schedule for a bus driver is not conducive to getting a second job if necessary.

Greisy Jacquez, a Worcester Public Schools bus driver, stated that drivers do not agree with the School Committee's wage proposal. She stated that the cost of living has increased and she speaks on behalf of many transportation employees in saying that they've had to receive government assistance because they do not make enough and the cost of housing and living is too high. She also states that they all work a lot of hours and that what they make in Transportation, or anywhere else) is not enough. She describes her work hours and having to cover mid days or delays. She also speaks about having to come in on snow days when no one else has to clean off buses. Finally she stated that they are always present and available to help with coverages and for things that other employees do not.

Nick Worst, Worcester resident, spoke about the importance of having bus drivers, not only for getting students to and from school safely, but also for assisting working parents who need to dedicate time to their own careers. He added that the employees in the Transportation Department deserve living wages, safe staffing levels, and good benefits.

Mia Desilalt, volunteer for the Afghan refugee program and Worcester resident, spoke in favor of the work done by Worcester Public Schools and the New Citizen Center (NCC) to support Afghan refugee families and students. She emphasized the fact that for some of the girls enrolled in Worcester Public Schools never would have been able to go to school before coming to Worcester. She stated that there are other refugee groups that can benefit from a world-focused and inclusive nutrition program as well as the opportunity to include religious and community leaders to come into the planning for this nutrition program. She referenced item gb 3-220, To review/update the policy regarding the process for students who have completed the program at New Citizen's Center and are moving on to another WPS school, and the importance of tracking this process as some students may fall through the cracks and decide they no longer want to continue their education. She referenced item gb 3-219 -

To receive an update on fund utilization for money WPS received to support Afghan refugees. She stated she was eager to know how the grant that Worcester Public Schools received from the Commonwealth about 6 months ago at around a half million dollars to support Afghan refugees is being spent.

Mayor Petty thanked those who came to give public comments. He emphasized all the work that was done by the city and the state to help bring Afghan and other refugees to Massachusetts. He added that food waste due to cultural differences has been an ongoing issue. He also thanked the bus drivers, monitors and the Transportation Department for their hard work at the beginning of the school year. He stated that this year has been one of the best school year openings the district has ever had.

ros 3-14 Administration

(September 21, 2023)

From Here, Anywhere... Together: Worcester Public Schools Priority Goals for School Year 2023-24

Rachel H. Monárrez, PhD

Member McCullough thanked Dr. Monárrez for her report noting that issues discussed at previous meetings were addressed in this presentation. She noted the decrease in grievances and the repeated message from Administrators that there are high expectations for Worcester Public School staff, but there will be support given to help achieve these goals. She added that more community outreach and working with local universities could potentially help increase the diversity of staff by encouraging students to pursue a career in education. She stated that the expansion of the Facilities Department is a sign that the district is headed in the right direction.

Member Clancey stated that, in just the last year there has been a major difference in morale and excitement among school administrators. She added that she was looking forward to seeing the impacts on learning from the SMARTEE goals. She asked for clarification, under Student Goals, whether the increase of DESE scores for schools at or below level 5, by at least four points, would count as evidence for achieving this student goal? Dr. Monárrez responded that the DESE scores will not be ready by June 30th but the Administration will find another way to report the progress made for this Student Goal. Dr. Morse, Assistant Superintendent, added that some of the evidence that will be presented to the Committee will include the efforts put forward throughout the school year, along with benchmarks to see how the implementation and progress of certain interventions are impacting schools and students.

Member O'Connell Novick stated that she also appreciates the fact that the feedback given from the Committee members was considered and utilized in the development of these goals. She recommended changing the language in the SMARTEE goals to remove the language around things that aren't necessarily measurable goals and more clearly stating what the evidence will be for each goal. She echoed Member Clancey concerns that there will need to be a process in place to evaluate the Superintendent on the Student Goals that were presented. She concluded by stating that overall the general focus of these goals is where they should be.

Member Kamara thanked Dr. Monárrez and her team for the expansive documentation they provided. She emphasized the usefulness of guidebooks for staff in a district as large as Worcester Public Schools. She stated that she appreciates the inclusion of multi-year goals.

Member Mailman stated that she appreciates the level of detail in this report and mentioned the possibility of holding the Student Goals until September when DESE releases the results that were to be presented as evidence. She highlighted staff retention rates as well as the plan to develop and identify ongoing revenue streams for a Master Facilities Plan by 2026.

Member Johnson highlighted the articles that were included at the end of the Superintendent's Report that were focused on the positive impact Black and Latino educators have on Black and Latino students in terms of graduation and continuing their education. He shared his experience of only having one Black educator throughout his entire education and even now, 30 years later, his daughter in ninth grade has never sat in a classroom with a black educator. He stated that he is glad this is being talked about because there are still students that may go through their entire school experience and never be in a classroom with a teacher that looks like them and they can relate to.

Dr. Monárrez clarified what the evidence would look like in future reports to the Committee. She added that another piece of information she will be reporting on is the number of students who are exiting English Learners Programs. She emphasized the importance of making sure that the students who are English Language Learners are being given the resources they need in order to be successful at the secondary level to ensure they have the same opportunities as other students.

Member O'Connell Novick made a motion to remove the DESE scores from the Student Goals and change the impact evidence to the goals; that way there will be data from those goals that can be shared with the Committee in June.

On a voice vote the Report of the Superintendent was approved as amended.

Member Kamara made a motion to receive a one-page visual of all the goals from this report to be provided to the Committee members, but also posted so that members of the public can see them as well.

On a voice vote, the motion was approved.

Approval of Grants and other Finance Items

Mayor Petty made a motion to approve.

On a roll call of 7-0, Grants and other Finance Items were approved.

gb 3-218 McCullough

(September 5, 2023)

To enhance nutrition/lunch options as possible to line up with dietary and cultural needs.

Member McCullough stated that while there has been some work done in this area it is important to make sure students are offered culturally appropriate meal options. She added that she supports the suggestion to utilize cultural and religious leaders along with the Nutrition Department to help ensure culturally appropriate options are available to students.

Member Kamara asked what the barrier has been for getting these nutrition options as this was a topic of discussion in a Finance and Operations meeting last year as well.

Mr. Allen responded that there have been some issues in getting culturally appropriate food. He suggested sending this item to Finance and Operations where a larger conversation can take place and the administration can lay out what has been done so far as well as the things

that still need to be done.

Mayor Petty made a motion to send this item to Finance and Operations and get an update that details cultural needs.

On a voice vote, the motion was approved.

gb 3-219 McCullough

(September 5, 2023)

To receive an update on fund utilization for money WPS received to support Afghan refugees.

Mayor Petty made a motion to refer this item to Finance and Operations.

On a voice vote, the motion was approved.

gb 3-220 McCullough

(September 5, 2023)

To review/update the policy regarding the process for students who have completed the program at New Citizen's Center and are moving on to another WPS school.

Member O'Connell Novick asked if there is already a procedure for the New Citizen's Center Program, in which case it should be referred to the Administration. Dr. Monárrez clarified that the information requested from this item includes the process and criteria of students exiting the program and how will the Administration keep track of those students.

Mayor Petty made a motion to send this item to the Administration.

On a voice vote, the motion was approved.

gb 3-222 O'Connell Novick

(September 13, 2023)

Request administration report on the implementation of the Workday system, including, as necessary, policy and budgetary implications.

Mayor Petty made a motion to refer this item to Finance and Operations.

On a voice vote, the motion was approved.

gb 3-223 O'Connell Novick

(September 13, 2023)

Request administration report on the Information Technology systems implementation and needs, including, as necessary, policy and budgetary implications.

Mayor Petty made a motion to refer this item to Finance and Operations.

On a voice vote, the motion was approved.

Mayor Petty made a motion to adjourn the meeting.

On a voice vote, the meeting was adjourned at 7:47 p.m.

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

The School Committee held a meeting on October 5, 2023 in the Esther Howland Chamber in City Hall. The meeting was called to order by Vice Chairperson Johnson. There were present Member Clancey, Member Johnson, Member Kamara, Member Mailman, Member McCullough and Member O'Connell Novick.

Vice Chairperson Johnson made a motion at 5:07 p.m. to recess and move into Executive Session.

On a roll call of 6-0, the motion was approved at 5:07 p.m.

At 6:13 p.m. the roll call to reconvene in open session was approved.

There were present Member Clancey, Member Johnson, Member Kamara, Member Mailman, Member McCullough, Member O'Connell Novick and Mayor Petty.

Mayor Petty made a motion to approve the Consent Agenda.

On a voice vote, the Consent Agenda was approved.

Pursuant to action taken in executive session, it is moved to ratify Memorandum of Agreement between the Worcester School Committee and the Massachusetts Nurses Association for and on behalf of Worcester School Nurses for the period of 2023-24 school year, relating to payment of the hourly rate for after school and evening programs.

On a roll call of 7-0, the contract was approved and executed

Public Comment:

Luann Gallagher, Worcester resident, public school teacher and Doherty High School graduate, spoke in support of item gb 3-232 which, if approved, will facilitate the success of her high school graduating class reunion to be held at the existing facility prior to closing.

c&p 3-9 Public Petition:

To consider adding physical education to all four quarters of the school year at Worcester East Middle School.

On a voice vote, the petition was referred to Administration

The Mayor introduced the Student Advisory Committee representative from Burncoat High School, Thomas Sutton. Mr. Sutton introduced himself as a Junior Year student. The Mayor also introduced the Ex-Officio Student Advisory Committee representative from Worcester Technical High School MaryJane Bitar, who attended the meeting virtually.

ros 3-15 Report of the Superintendent

(October 5, 2023)

From Here, Anywhere...Together: Student Achievement Part 1

Dr. Marie Morse and Dr. Marco Andrade reviewed several charts, graphs and statistics presented to the Committee noting improvements to scores and the Worcester scores relative to other districts.

Member O'Connell Novick requested additional information concerning chronic absenteeism, English proficiency rates, and high school completion rates. Dr. Andrade and Dr. Morse committed those additional statistics for the next presentation before the School Committee. Member O'Connell Novick questioned slide #6 regarding accountability and asked for a further explanation. Dr. Andrade stated that the percentage point increase column on this slide is in regard to accountability percentiles from 2019 through 2023 and the differences between them. Member O'Connell Novick stated that she hoped we would show progress against our targets and not in raw percentage gains, and will wait until the next presentation for that data.

Member Kamara asked for the names of the specific schools in the chart data making gains in the 2019-2023 timeframe.

Mayor Petty made a motion to file this report.
On a voice vote, the presentation item was filed.

Approval of Grants and other Finance Items

Mayor Petty made a motion to approve.
On a roll call of 7-0, Grants and other Finance Items were approved collectively.

The Mayor asked that the following item be taken out of order as there was testimony on this item during the public comment period.

gb-232 McCullough (October 3, 2023)

To request Administration review and report back at the next committee meeting on the policy regarding alcohol usage in WPS buildings for special events with appropriate City licensure approval.

On a roll call of 6-1 (No: Mayor Petty), the item was held.

gb-3.163.1 Clancey (June 6, 2023)

Response from Administration on:
To work with Administration to organize a formal recognition for seniors who graduated following summer school completion.

Member O'Connell Novick questioned whether or not this is a change in language and where that change will appear. Dr. Morse responded that the new language will be in the student handbook.

Mayor Petty made a motion to accept and file.
On a voice vote, the item was accepted and filed.

gb-3-225 Mailman (September 26, 2023)

To request that the Administration recommend the best plan to publicly monitor progress on the health of male students as it relates to their ability to participate in various programs throughout the district including areas such as attendance achievement.

Member Maliman stated that she would like information every six-months on this subject.

Member O'Connell Novick stated that she would like data regarding disparities on both sexes and recommended making the language in the item more specific.

Member Kamara asked what would be done with this information once a report is received.

Student Representative Sutton recommended that the Committee look into student mental health issues, for all sexes but especially male, as they relate to missing school.

Member Mailman asked that her item include the amendment of Student representative Sutton and responded that the information from this item would be used to open up opportunities for male students.

Member O'Connell Novick asked if the Administration plans to provide information broken down by sex for the next Report of the Superintendent. Dr. Morse responded that is not the usual case, but that information can be provided.

Member O'Connell Novick made a motion to file the item.

Member Kamara stated that she would like to amend the item to be able to look at data by gender.

Member Mailman made a motion to hold.

On a roll call of 6-1, (No: O'Connell Novick) the item was held.

gb-3-226 Kamara

(September 27, 2023)

To review necessary supports with regards to staffing of school nurses during the school hours to ensure all schools are staffed with nurses so that no school is left without a school nurse, so as to ensure safety of all students.

Member Kamara emphasized the importance of having a nurse in schools for the entire day especially when there are students with specific health needs such as diabetes. Member O'Connell Novick suggested sending this item to Finance and Operations. Dr. Kue provided data saying that staffing levels are sufficient, but that attendance is an issue.

Mayor Petty made a motion to refer this item to Finance and Operations.

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

gb-3-227 Johnson

(September 27, 2023)

To work with Claremont Academy School on a dedication, scholarship or memorial in the name of Allen Jenkins.

Member Kamara asked for clarification as to funding of this request. Member Johnson responded that he would like the Administration to work with Claremont Academy on the details for this item.

Mayor Petty made a motion to refer the item to the Administration.

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

gb-3-228 Johnson

(September 27, 2023)

To select a delegate and alternate for delegate assembly at the MASC conference in November 2024.

Member Johnson made a motion to nominate Member Mailman as delegate and to request a nomination for alternate delegate.

On a roll call of 7-0, the motion to designate Member Mailman was approved.

Member Kamara indicated her desire to be the alternate delegate.

Member O'Connell Novick nominated Member Johnson as the alternate delegate.

Mayor Petty stated that a roll call vote was needed and that when called, each member would state their preference for alternate delegate.

The following were the results:

Member Clancey voted for Member Johnson.

Member Johnson voted for Member Johnson.

Member Kamara voted for Member Kamara.

Member Mailman voted for Member Kamara.

Member McCullough voted for Member Johnson.

Member O'Connell Novick voted for Member Johnson.

Mayor Petty voted for Member Johnson.

On this roll call to designate the alternate delegate, Member Johnson was approved.

gb-3-229 Johnson

(September 27, 2023)

To look at and discuss the MASC resolutions and bylaws.

Member O'Connell Novick gave comments on several of the resolutions. Member Mailman asked for clarification of the resolution regarding preschools.

Mayor Petty made a motion to file.

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

gb-3-230 Kamara

(September 27, 2023)

To consider the City's "Complete Streets Traffic" work done to guide the installation of speed bumps to consider roads near WPS school grounds for safety and security.

Member McCullough made an amendment to send a report from Administration to the City Manager that details where they see the most need for speed bumps.

Mayor Petty stated that the correct referral is to the City Manager.

Mayor Petty made a motion to refer this item, as amended to the City Manager.

On a voice vote, the item was referred, as amended, to the City Manager.

gb-3-217 Kamara

(September 28, 2023)

Request that the Student Handbook be amended to include language expressly discouraging students from sharing food on school properties due to the dangers of known/unknown food allergies and known/unknown pre-existing medical conditions.

Member Clancey made a motion to file this item as it is not enforceable.

Member Kamara made a motion to amend the item to request the Administration review similar policies from other districts and make a recommendation to the Committee regarding food sharing.

Student Representative Sutton stated that, in his experience, food sharing is very common among students which would make it very difficult to enforce a policy that attempts to stop that. He added that there are greater health issues that should be addressed before addressing food sharing.

Mayor Petty made a motion to file this item.

On a roll call of 3-4 (Yes: Clancey, Yes: McCullough, Yes: O'Connell Novick, No: Johnson, No: Kamara, No: Mailman, No: Mayor Petty), the motion to file fails.

Mayor Petty made a motion to refer the item, as amended, to the Administration.

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

gb-3-231 Administration

(September 28, 2023)

To request approval of a three-year lease agreement with the Webster Square Shopping Center for additional parking spaces to serve staff at the Gates Lane School.

Member O'Connell Novick questioned how these parking spaces were managed and being used as intended. Mr. Allen stated that the spaces were numbered and that was a part of the lease agreement.

Mayor Petty made a motion to approve the lease.

On a roll call of 7-0, the request for approval of a three-year lease was approved.

Mayor Petty made a motion to adjourn the meeting.

On a voice vote, the meeting was adjourned at 7:28 p.m.

E. Approval of Donations
Administration
(October 11, 2023)

MEETING: 10-19-23

ITEM:

To accept a donation in the amount of \$350,000 from the Gene Haas Foundation to Worcester Technical High School and the Skyline Technical Fund, Inc. for facility improvements and equipment purchases for the Advanced Manufacturing Program in exchange for signage and fifteen year naming rights of the space within the school as the Gene Haas Center for Advanced Manufacturing.

PRIOR ACTION:

BACKUP:

Annex A (1 pages) contains the donation award letter from the Administration.

RECOMMENDATION OF MAKER:

Approve.

RECOMMENDATION OF THE ADMINISTRATION:

Approve.



Item: To accept a donation in the amount of \$350,000 from the Gene Haas Foundation to Worcester Technical High School and the Skyline Technical Fund, Inc. for facility improvements and equipment purchases for the Advanced Manufacturing Program in exchange for signage and fifteen year naming rights of the space within the school as the Gene Haas Center for Advanced Manufacturing.

Recommendation: Approve on a Roll Call

Description:

Worcester Technical High School has been awarded \$350,000 from the Gene Haas Foundation to move, renovate, and update the Advanced Manufacturing Program space within the school in order to create a state-of-the art lab space to support increased interest by student in the program. .

Renovations needed will include updated high-intensity lighting, network, pneumatics, & electrical infrastructure upgrades, total repainting of the ceiling & walls, sealed & epoxy-painted floors, updated lab furniture, work benches, and tool storage to reflect lean manufacturing methods, and finally, specialty signage, eye appealing banners, and highlighted specialty work areas.

In exchange for the donation, the program space within the school would be named the Gene Haas Center for Advanced Manufacturing and appropriate signage throughout the school will be placed as directional signage to the program. The naming rights for this space would be for a period of fifteen years.

WTHS has a long-standing relationship with Haas Foundation through the support of the program and student scholarships.

The Administration recommends approval of this donation and naming rights agreement, with the final agreement to be written by the City of Worcester Law Department.

E. Consent Agenda - Personnel Records
Administration
(October 11, 2023)

S.C. MEETING: 10-19-23

ITEM:

The Superintendent has approved the personnel records provided in backup.

PRIOR ACTION:

BACKUP:

Annex A (16 pages) contains the list of approved Personnel Records

RECOMMENDATION OF MAKER:

To approve.

RECOMMENDATION OF THE ADMINISTRATION:

To approve.

Personnel Records

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

Teachers:

Adjeman, Erica, Doherty High School, AVID, 8/24/23
 Adwetewa-Badu, Kwabena, Forest Grove Middle School, Mathematics, 8/24/23
 Allain, Hannah, Chandler Magnet, Elementary, 8/24/23
 Apostol, Christine, Systemwide, Special Education, 8/24/23
 Arnold-Garry, Aileen, West Tatnuck, Special Education, 8/24/23
 Arsenaault, Ryan, Doherty High School, Vocational Education, 8/24/23
 Baer, Heather, Burncoat High School, Special Education, 8/24/23
 Bailey, Robert, Doherty High School, Health, 8/28/23
 Baker, Evan, Chandler Magnet, English as a Second Language, 8/24/23
 Bedard, Abigail, Canterbury Street, Elementary, 8/24/23
 Begin, Erin, Vernon Hill, Elementary, 8/24/23
 Belpedio, Monique, Worcester Technical High School, 8/24/23
 Bethel, Erin, Tatnuck Magnet, Elementary, 8/24/23
 Birkbeck, Katelyn, Chandler Elementary, 8/24/23
 Blain, Kelly, North High School, English as a Second Language, 8/24/23
 Boffoli, Tonya, Chandler Elementary, Elementary, 8/24/23
 Boismenu, Jaclyn, Burncoat High School, Special Education, 8/24/23
 Bonilla, Sheila, Systemwide, School Adjustment Counselor, 8/24/23
 Bonner, Colleen, Doherty High School, Mathematics, 8/24/23
 Borci, Talia, Roosevelt, Elementary, 9/11/23
 Bowen, Tricia, Grafton Street, Elementary, 8/24/23
 Brigley, Dillon, North High School, Science, 8/24/23
 Brown, Matthew, Sullivan Middle School, Mathematics, 8/24/23
 Buckjune, Riley, Jacob Hiatt Magnet, Elementary, 8/24/23
 Buckmaster, Jamie, Systemwide, Art, 8/24/23
 Burchill, Deirdre, South High School, Health, 8/24/23
 Burnes, Olivia, Elm Park Community, English as a Second Language, 8/24/23
 Bush, Kasie-Marie, Woodland Academy, English as a Second Language, 8/24/23
 Butkiewicz, Lindsey, Elm Park Community, Elementary, 8/24/23
 Butman, William, South High School, JROTC, 8/1/23
 Butman, Rylie, Gates Lane, Elementary, 8/24/23
 Cabral, Krysta, Burncoat High School, Guidance, 8/24/23
 Cabrera, Jessica, Roosevelt, Elementary, 8/28/23
 Carangelo, Danielle, Jacob Hiatt Magnet, Elementary, 8/24/23
 Cardenas, Jennifer, West Tatnuck, School Adjustment Counselor, 8/24/23
 Carofaniello, Gabriela, Clark Street, English as a Second Language, 8/24/23
 Chambers, Marisa, Fanning Building - Transition Program, Special Education, 8/24/23

Chetwynd, Jennifer, Grafton Street, Elementary, 8/24/23
 Chonmany, Sandra, West Tatnuck, Elementary, 8/24/23
 Christiano-Mordarski, Erin, Burncoat Middle School, School Adjustment Counselor,
 10/2/23
 Clark, Courtney, Grafton Street, Elementary, 8/24/23
 Clark, Nicholas, Claremont Academy, Special Education, 8/24/23
 Clemente, Mark, Worcester Technical High School, Social Studies, 8/24/23
 Condon, Karen, North High School, Special Education, 8/24/23
 Conti, Caroline, Woodland Academy, Elementary, 8/24/23
 Cooper, Cory, Worcester Technical High School, Vocational Education, 8/24/23
 Cormier, Michael, Worcester Technical High School, Vocational Education, 8/24/23
 Cousins, Sarah, Forest Grove Middle School, Science, 8/24/23
 Cox, Jamie, Worcester East Middle School, Music, 8/24/23
 Creighton, Kristin, Canterbury Street, English as a Second Language, 8/24/23
 Cruz, Elena, Burncoat Elementary, English as a Second Language, 8/24/23
 Curtis, Mary, Sullivan Middle School, Social Studies, 8/24/23
 Curtis, Audrey, West Tatnuck, Elementary, 8/24/23
 D'Ambra, Nicole, North High School, English, 8/24/23
 D'Andrea, Nicola, Systemwide, Elementary, 8/24/23
 Daniels, McKenna, Worcester Technical High School, Vocational Education, 8/24/23
 Davis, Stefanie, Doherty High School, Vocational Education, 8/24/23
 DeKleine, Robert, Vernon Hill, Elementary, 8/24/23
 DeLaRoche, Amy, Worcester Technical High School, Vocational Education, 8/24/23
 DeMattia, Annabella, Tatnuck Magnet, Elementary, 8/24/23
 Demers Natalie, Forest Grove Middle School, Mathematics, 8/24/23
 Demma, Elizabeth, Lincoln Street, Elementary, 8/24/23
 Deneault, Cynthia, North High School, Health, 8/24/23
 Derosier, David, Worcester Technical High School, Health, 8/24/23
 DiGioia, Julie, Systemwide, Elementary, 8/24/23
 DiMauro, Kelli, Grafton Street, Elementary, 8/24/23
 Doherty, Ashley, Roosevelt, Elementary, 8/24/23
 Donovan, Savann, Rice Square, English as a Second Language, 8/24/23
 Dunn, Kian, Rice Square, Elementary, 8/24/23
 Eagen, Samantha, City View, Elementary, 8/24/23
 Edmonds, Demek, St. Casimir, Industrial Arts, 8/24/23
 Elliott, Michelle, Rice Square, Elementary, 8/24/23
 Farrington, Nichole, Vernon Hill, School Adjustment Counselor, 8/24/23
 Fontana, Andrea, Gerald Creamer Center, English, 8/24/23
 Ford, Caroline, Forest Grove Middle School, Art, 8/24/23
 Foresteire, Jane, Systemwide, Elementary, 8/24/23
 Forget, Ariella, Worcester East Middle School, Special Education, 8/28/23
 Forleo, Jennifer, Systemwide, Music, 8/24/23

Gabbert, Lowell, South High School, Special Education, 8/24/23
 Gabordi, John, Clark Street, Elementary, 8/24/23
 Gallagher, Molly, Systemwide, Special Education, 8/24/23
 Gauthier, Timothy, Grafton Street, Elementary, 8/24/23
 Gay, Amy, Forest Grove Middle School, Special Education, 8/24/23
 Geddes, Karen, Chandler Magnet, English as a Second Language, 8/24/23
 Genereux, Magan, Worcester East Middle School, Science, 8/30/23
 Genninger, Jessica, Woodland Academy, Elementary, 8/24/23
 Gentile, Charlse, Sullivan Middle School, Guidance, 8/24/23
 George, Mackenzie, Sullivan Middle School, English as a Second Language, 8/24/23
 George, Taylor, Systemwide, Elementary, 8/24/23
 Gibson, Kaylee, South High School, Mathematics, 8/24/23
 Gillin Rangel, Lauren, South High School, English as a Second Language, 8/24/23
 Givins, Felicia, Vernon Hill, Elementary, 8/24/23
 Glasier, Gillian, Systemwide, Elementary, 9/7/23
 Glode, Jenna, South High School, Social Studies, 8/24/23
 Gonyea, Jacquelyn, Grafton Street, English as a Second Language, 8/24/23
 Gonzalez, Naishmad, Vernon Hill, School Adjustment Counselor, 8/24/23
 Goodrich, Gianna, Roosevelt, Special Education, 8/24/23
 Greffin, Jennifer, Burncoat High School, Art, 8/24/23
 Groulx, Monica, Systemwide, Psychologists, 8/24/23
 Grueter, Beth, Elm Park Community, Elementary, 8/24/23
 Hammond, Julianne, North High School, English, 8/24/23
 Harvey, Laurin, Burncoat High School, Mathematics, 8/24/23
 Healy, Lauren, Columbus Park, School Adjustment Counselor, 8/28/23
 Healy, Ashley, Rice Square, Elementary, 8/24/23
 Hebert, Janel, Systemwide, Elementary, 8/24/23
 Heller, AlyssaBeth, Belmont Community, Elementary, 8/24/23
 Henao, Alexis, North High School, Art, 8/24/23
 Hobin, Christine, Systemwide, Elementary, 8/28/23
 Holmes, Amy Jo, Burncoat High School, Special Education, 8/24/23
 Huebner, Elizabeth, Vernon Hill, Elementary, 8/24/23
 Hurley, Timothy, Worcester Technical High School, Vocational Elementary, 8/24/23
 Hurley, Elizabeth, Durkin Administration Building, Physical Education, 8/17/23
 Jaskot, Tracy, Canterbury Street, Elementary, 8/24/23
 Johansson, Alyssa, Tatnuck Magnet, Elementary, 8/24/23
 Johnson, Kaitlyn, Systemwide, Special Education, 8/24/23
 Jolin, Mary Grace, Goddard, English as a Second Language, 10/4/23
 Juka, Iva, North High School, English, 8/24/23
 Kaplan, Anna, Forest Grove Middle School, Special Education, 10/10/23
 Kapoor, Niti, Claremont Academy, Mathematics, 8/24/23
 Kasala-Hallinan, Magan, Canterbury Street, Elementary, 8/24/28

Kasof, Sarah, Nelson Place, Special Education, 8/24/23
 Kelleher, William, Worcester Technical High School, Science, 8/24/23
 Kievra, Alyssa, Worcester Arts Magnet, School Adjustment Counselor, 8/24/23
 King, Shan-Hsuan, Systemwide, Elementary, 8/24/23
 Kinnane, Eileen, Flagg Street, School Adjustment Counselor, 8/28/23
 Kontaxi, Kristien, Jacob Hiatt Magnet, Elementary, 8/24/23
 Kopellas, Anastasia, Thorndyke Road, Elementary, 8/24/23
 Koulisis, Kayte, Tatnuck Magnet, Elementary, 8/28/23
 Krull, Amanda, Columbus Park, Special Education, 8/24/23
 Kucera, Breanna, Burncoat High School, Social Studies, 8/24/23
 Lagasse Lissa, Sullivan Middle School, Science, 9/6/23
 Lajeunesse, Megan, Goddard, Elementary, 8/24/23
 Lamothe, Sydney, University Park, Science, 8/24/23
 Lamoureux, Jennifer, Systemwide, Special Education, 8/24/23
 Laub, Julie, Systemwide, Special Education, 8/24/23
 Lee, Jenny, Systemwide, Elementary, 8/24/23
 Leidel, Elizabeth, Claremont Academy, Social Studies, 8/22/23
 Lera, Mirela, Sullivan Middle School, Mathematics, 8/24/23
 Levine, Jami, Jacob Hiatt Magnet, Elementary, 8/24/23
 Liard, Lisa, Sullivan Middle School, Mathematics, 8/24/23
 Lindo, Anna, Chandler Magnet, Elementary, 8/24/23
 Lindsten, Ana, Burncoat Middle School, Foreign Language, 8/24/23
 Long, Patrick, South High School, Social Studies, 8/24/23
 Lopez, Odette, Systemwide, Elementary, 8/24/23
 Lucibello, Richard, Worcester Arts Magnet, Elementary, 8/24/23
 Luong, Minh-Thi, Sullivan Middle School, Math/Science, 8/24/23
 Lynch, Kelsey, Union Hill, Special Education, 8/24/23
 Mahedy-Carter, Claire, Vernon Hill, Elementary, 8/24/23
 Mahoney, Lesley, Worcester Technical High School, Special Education, 8/24/23
 Malia, Stacy, Vernon Hill, Elementary, 8/24/23
 Mangus, David, Durkin Administration Building, Science, 8/24/23
 Marans, Aaron, Burncoat High School, English, 8/24/23
 Margiano, Suzanne, Systemwide, Psychologists, 8/24/23
 Marrero, Manuel, Burncoat High School, Social Studies, 8/24/23
 Marrone, Rebecca, Chandler Elementary, Elementary, 8/24/23
 Martin, Deborah, Claremont Academy, English as a Second Language, 8/24/23
 Martinelli, Leah, Grafton Street, English as a Second Language, 8/24/23
 Martinez, Isalby, Chandler Magnet, Bilingual, 10/2/23
 Marzi, Michelle, Clark Street, Elementary, 8/24/23
 May, Janna, Burncoat Middle School, Other, 8/24/23
 McCarthy, Elizabeth, Chandler Elementary, 8/24/23
 McCormick, Emily, Vernon Hill, Elementary, 8/24/23

McMacken, Keely, Lincoln Street, Elementary, 8/24/23
 Meeks, Rachel, North High School, Social Studies, 8/24/23
 Menard, Steven, Burncoat Middle School, Social Studies, 8/24/23
 Mitchell Landers, Leisa, Grafton Street, English as a Second Language, 8/24/23
 Molina, Sierra, Clark Street, Elementary, 8/24/23
 Monfredo, Gabriella, Sullivan Middle School, Science, 8/24/23
 Moore, Julie, Vernon Hill, Elementary, 8/24/23
 Mulcahy, James, Worcester Technical High School, Science, 8/24/23
 Mulherin, Raegan, Norrback Avenue, Special Education, 8/24/23
 Murphy, Paige, Roosevelt, Elementary, 8/24/23
 Murphy, Lisa, Forest Grove Middle School, English, 8/28/23
 Mwangi, Andrew, South High School, Mathematics, 8/24/23
 Nalivaika, Alison, Systemwide, Special Education, 8/24/23
 Naples, Eric, Burncoat High School, Vocational Education, 10/2/23
 Neisz, Taryn, Canterbury Street, School Adjustment Counselor, 8/24/23
 Neville, Tammara, City View, Elementary, 8/28/23
 Notaro, David, South High School, Mathematics, 8/24/23
 Notaro, Alma, Worcester Technical High School, English, 8/24/23
 O'Donnell, Laura, Thorndyke Road, Elementary, 8/24/23
 O'Rourke, Brittany, Union Hill, School Adjustment Counselor, 8/24/23
 Ober, Caroline, Worcester East Middle School, Mathematics, 8/24/23
 Oikonomou-Savvidis, Anthea, Systemwide, Special Education, 8/24/23
 Ordonez Orellana, Eva, Chandler Magnet, Elementary, 8/24/23
 Ottmar, Karl, Forest Grove Middle School, Science, 8/24/23
 Pacheco, Paul, Burncoat High School, Science, 8/24/23
 Papakostandini, Silvana, Systemwide, Elementary, 8/24/23
 Passos, Marcia, Worcester East Middle School, Foreign Language, 8/24/23
 Paszczuk, Hannah, Burncoat Middle School, English, 8/24/23
 Paulino, Luz, Chandler Magnet, Bilingual, 8/24/23
 Petracone, Kerry, Goddard, Special Education, 8/24/23
 Petras, Darwin, Grafton Street, Elementary, 8/24/23
 Pikovsky, Joshua, Worcester East Middle School, Mathematics, 9/5/23
 Pollock, Erica, Grafton Street, Elementary, 8/24/23
 Polseno, Trista, Systemwide, Physical Education, 8/24/23
 Power, Erin, Systemwide, Special Education, 10/10/23
 Powers, Erin, Woodland Academy, Elementary, 8/24/23
 Prescott, Sharyn, Burncoat High School, English as a Second Language, 8/24/23
 Price, Marcus, Claremont Academy, Physical Education, 8/24/23
 Provenzano, Kristina, Goddard, English as a Second Language, 8/28/23
 Ramos, Jovietthe, Chandler Magnet, Elementary, 8/24/23
 Renzoni, Amy, Burncoat Middle School, Other, 8/24/23
 Reynolds, Jennifer, Grafton Street, English as a Second Language, 9/5/23

Reynolds, Emily, Sullivan Middle School, English, 8/24/23
 Rice, Megan, Norrback, Avenue, Elementary, 8/24/23
 Riordan, Kelsey, Sullivan Middle School, Special Education, 8/24/23
 Robert, Sadie, Vernon Hill, Elementary, 8/24/23
 Robinson, Lindsay, Elm Park Community, Elementary, 8/24/23
 Roche, Jennifer, Doherty High School, Vocational Education, 8/24/23
 Rodriguez, Felipe, Sullivan Middle School, Social Studies, 8/24/23
 Romero Galdeano, Irene, Chandler Magnet, Elementary, 8/24/23
 Rose, Michele, Worcester Technical High School, Vocational Education, 8/31/23
 Rosine, Sarah, New Citizens - Secondary, English as a Second Language, 8/24/23
 Roy, Alison, Elm Park Community, Elementary, 8/24/23
 Rozo, Elaine, Chandler Magnet, Elementary, 10/2/23
 Ruiz Arcega, Maria, Chandler Magnet, Elementary, 8/24/23
 Ryan, Crystal, Worcester East Middle School, Special Education, 8/24/23
 Sardina, Elizabeth, Sullivan Middle School, School Adjustment Counselor, 8/24/23
 Satalion, Logan, Doherty High School, Mathematics, 8/24/23
 Scott, Michaela, Systemwide, Special Education, 8/24/23
 Seymour, Anna, Vernon Hill, Elementary, 8/24/23
 Sharma, Dimple, Worcester East Middle School, Mathematics, 8/24/23
 Shipley, Henley, Belmont Community, English as a Second Language, 10/4/23
 Sienkiewicz Eleanor, Jacob Hiatt Magnet, Elementary, 8/24/23
 Sisterhenm, Candi, Systemwide, Special Education, 8/28/23
 Smith, Nia, Quinsigamond, Elementary, 8/24/23
 Smith, Kailee, May Street, Elementary, 8/24/23
 Smith, Amanda, Nelson Place, Elementary, 8/24/23
 Soter, Nicholas, Tatnuck Magnet, Elementary, 8/24/23
 Soucy, Erica, Burncoat, High School, Special Education, 8/24/23
 Spector, Kathryn, Woodland Academy, Elementary, 8/24/23
 Steiner, Adam, Systemwide, Music, 10/4/23
 Stoens, Hannah, Burncoat High School, Physical Education, 8/24/23
 Stone, Katelyn, Burncoat High School, Other, 8/24/23
 Strom, Martha, North High School, School Adjustment Counselor, 8/24/23
 Stukowski, Emily, Quinsigamond, English as a Second Language, 8/24/23
 Surya, Kabilgangai, Sullivan Middle School, Art, 8/24/23
 Tamaro, Caleigh, Elm Park Community, Elementary, 8/24/23
 Tangney, Meaghan, Worcester Arts Magnet, Special Education, 8/29/23
 Tardie, Ashlee, Burncoat High School, Special Education, 8/24/23
 Thayer, Stephanie, Rice Square, Elementary, 8/24/23
 Thompson, Katherine, Systemwide, Special Education, 9/18/223
 Tolar, Susan, Worcester East Middle School, English as a Second Language, 8/31/23
 Torres, Lynette, Chandler Magnet, Elementary, 8/28/23
 Tran, Vince, Worcester East Middle School, Mathematics, 8/24/23

Tripp, Colin, Worcester East Middle School, Mathematics, 8/24/23
 Tubman, Madison, Sullivan Middle School, English, 8/24/23
 Tzoc, Patriceshea, Systemwide, Psychologists, 8/24/23
 Valencia, Karonlay, North High School, English as a Second Language, 8/24/23
 Vickstrom, Todd, Burncoat High School, English, 8/24/23
 Villegas, Manuel, Burncoat High School, Social Studies, 8/24/23
 Wallace, Steven, Doherty High School, Special Education, 8/24/23
 Weyler, Teresa, South High School, English as a Second Language, 8/24/23
 Whalen, Meaghan, Systemwide, Special Education, 8/24/23
 Wigren, Jason, Worcester East Middle School, Mathematics, 8/30/23
 Wilcox, Heather, Forest Grove Middle School, Special Education, 8/24/23
 Wild, Renee, Systemwide, Special Education, 7/10/23
 Wilson, DeYandre, Claremont Academy, Mathematics, 10/2/23
 Wing, Jennifer, Academic Center for Transition, Special Education, 8/24/23
 Woll, Mackenzie, Jacob Hiatt Magnet, Elementary, 8/24/23
 Wright, Jacqueline, Forest Grove Middle School, Mathematics, 8/31/23
 Wrightson, Taylor, Systemwide, Special Education, 8/24/23
 Wrubel, James, Worcester East Middle School, Science, 9/11/23
 Yacavace, Dario, Worcester Technical High School, Special Education, 8/24/23
 Young, Brittany, Forest Grove Middle School, Special Education, 8/24/23
 Yskollari, Enla, Systemwide, Elementary, 8/24/23
 Zelano, Tara, Canterbury Street, Elementary, 8/24/23

Non-Instructional Staff:

Agyeman, Frederick, Burncoat Middle School, Paraeducator, Special Education, 8/24/23
 Al-ugaili, Dalia, Lincoln Street, Paraeducator, Kindergarten, 10/2/23
 Alicandro, Vincent, Lincoln Street, Paraeducator, Special Education, 8/28/23
 Allen, Katherine, Francis J. Mcgrath Elementary, Paraeducator, Special Education, 8/24/23
 Amendola, Ava, Nelson Place, Paraeducator, Special Education, 8/24/23
 Andino, Keila, NECO - Drivers and Monitors, Bus Monitor - 10 Month, Transportation, 8/24/23
 Andrews, Laura, Systemwide, Paraeducator, Special Education, 8/24/23
 Andrews, Philip, Fanning Building, Paraeducator, Special Education, 8/24/23
 Barreto, Ediris, Clark Street, Paraeducator, Preschool, 8/29/23
 Barron, Tanya, Goddard, Paraeducator, Special Education, 8/29/23
 Belanger, Nicole, Systemwide, Paraeducator, Special Education, 8/24/23
 Berthoud, Madeleine, New Citizens - Secondary, Paraeducators, Special Education, 8/24/23
 Blake, Penny, Gates Lane, Paraeducator, Special Education, 9/5/23
 Blomgren, Sarah, Quinsigamond, Paraeducator, Special Education, 9/11/23

Boreson, Michaela, Canterbury Street, Paraeducator, Preschool, 9/5/23
 Boyles, Alexis, Systemwide, Paraeducator, Special Education, 9/11/23
 Brady, Melissa, Roosevelt, Paraeducator, Special Education, 9/28/23
 Brahim, Eni, Jacob Hiatt Magnet, Paraeducator, Kindergarten, 8/24/23
 Brinkley, Ana, NECO - Drivers and Monitors, Bus Driver - Big Bus - 10 Month, Transportation, 9/5/23
 Brown, Meishara, Chandler Elementary, Paraeducator, Preschool, 8/24/23
 Bustamante, Noel, NECO - Drivers and Monitors, Bus Driver - Big Bus - 10 Month, Transportation, 7/5/23
 Bynum, Ariel, South High School, Paraeducator, Special Education, 9/12/23
 Cabrera, Erika, NECO - Drivers and Monitors, Bus Monitor - 10 Month, Transportation, 8/24/23
 Candelaria, Amarelis, Norrback Avenue, Paraeducator, Special Education, 8/30/23
 Carrabis, Samantha, Goddard, Paraeducator, Special Education, 10/2/23
 Caseau, Gabrielle, Roosevelt, Paraeducator, Preschool, 8/24/23
 Centeno, Anthony, NECO - Drivers and Monitors, Bus Driver - Big Bus - 10 Month, 10/2/23
 Chaffee, Katherine, Nelson Place, Paraeducator, Kindergarten, 8/24/23
 Cimochoowski, Hayley, Systemwide, Paraeducator, Special Education, 8/24/23
 Collins, Casey, Lake View, Paraeducator, Special Education, 8/24/23
 Condon, Jon-Michael, Burncoat Middle School, School Culture and Climate Assistant, 9/8/23
 Cox, Juliette, Worcester Technical High School, Paraeducator, Special Education, 8/24/23
 Crowley, MaryKate, Elm Park Community, Paraeducator, Preschool, 8/24/23
 Cummings-Lapriore, Erin, Gates Lane, Paraeducator, Special Education, 9/8/23
 Czyrkli, Casey, Forest Grove Middle School, Paraeducator, Special Education, 10/2/23
 Damik, Maribel, Chandler Magnet, Paraeducator, Bilingual Office Aide, 8/24/23
 Dancy, Erica, Jacob Hiatt Magnet, Paraeducator, Special Education, 9/18/23
 Daneshmand, Sandra, Lake View, Paraeducator, Kindergarten, 8/24/23
 Dansereau, Bobbie-Jo, Systemwide, Paraeducator, Special Education, 8/24/23
 Darman, Sara, Systemwide, Paraeducator, Special Education, 8/24/23
 Das, Pallavee, Academic Center for Transition, Paraeducator, Special Education, 8/24/23
 Davini, Jody, Burncoat High School, Paraeducator, Special Education, 8/24/23
 Davis, Micheala, Grafton Street, Paraeducator, Kindergarten, 9/11/23
 De Jesus, Nichole, Forest Grove Middle School, Paraeducator, Special Education, 9/11/23
 De Paula, Brenda, Union Hill, Paraeducator, Special Education, 9/25/23
 Degnan, Cole, Forest Grove Middle School, Paraeducator, Special Education, 8/24/23

Del Toro-Cournoyer, Madeliene, Claremont Academy, Paraeducator, Bilingual Office Aide, 8/24/23

Delatorre, Estaban, North High School, Paraeducator, Special Education, 8/24/23

DeLone, Angela, Gates Lane, Paraeducator, Special Education, 8/24/23

DePaula, Nayara, Union Hill, Paraeducator, Special Education, 8/24/23

Desir, Gregory, NECO - Bus Drivers and Monitors, Bus Driver - Aide PH - 10 Month, Transportation, 9/7/23

Diaz, Yesenia, N/ECO - Bus Drivers and Monitors, Bus Monitor - 10 Month, Transportation, 8/24/23

Edwards, Keyaura, NECO - Bus Drivers and Monitors, Bus Monitor - 10 Month, Transportation, 8/24/23

Evers, Tiffani, South High School, Paraeducator, Special Education, 8/24/23

Farhadi, Najmeh, Systemwide, Paraeducator, Special Education, 8/24/23

Feitosa, Meire, Jacob Hiatt Magnet, Paraeducator, Special Education, 10/2/23

Figueredo Pinango, Laurybel, Chandler Magnet, Paraeducator, Special Education, 8/24/23

Fitzpatrick, Shae, Thorndyke Road, Paraeducator, Special Education, 9/25/23

Gabbert, Jillian, Fanning Building, Paraeducator, Transitional Life Skills, 8/24/23

Gagnon, Danielle, Grafton Street, Paraeducator, Kindergarten, 8/24/23

Gansert, Dylan, Sullivan Middle School, Paraeducator, Special Education, 9/25/23

Garceau, Candias, South High School, Paraeducator, Special Education, 8/24/23

Garcia, William, NECO - Bus Drivers and Monitors, Bus Monitor - 10 Month, Transportation, 10/10/23

Garcia, Jessica, North High School, Paraeducator, Bilingual Office Aide, 9/25/23

Gomes, Mariana, Burncoat Middle School, Paraeducator, Special Education, 9/11/23

Granberg, Carolyn, Vernon Hill, Paraeducator, Kindergarten, 8/24/23

Green, Ameila, Canterbury Street, Paraeducator, Special Education, 8/24/23

Hanson, Lee, Grafton Street, Paraeducator, Kindergarten, 8/24/23

Hernandez, Michael, Systemwide, Paraeducator, Special Education, 9/11/23

Hickey, Colleen, Jacob Hiatt Magnet, Paraeducator, Kindergarten, 8/24/23

Hollum, Amber, Norrback Avenue, Paraeducator, Special Education, 9/18/23

Holmes, Laney, Systemwide, Paraeducator, Special Education, 8/24/23

Hultquist, Deanna, Claremont Academy, Paraeducator, Special Education, 9/25/23

Hyland-Alves, Sonya, Midland Street, Paraeducator, ADA, 8/24/23

Jacquez, Greisy, NECO - Bus Drivers and Monitors, Bus Driver - Aide PH - 10 Month, Transportation, 10/2/23

Jimenez, Gisselle, Jacob Hiatt Magnet, Paraeducator, Preschool, 10/4/23

Johnson, Rachel, Systemwide, Speech & Language Pathologist Assistant, SPA, 8/24/23

Jordan, Isabelle, Norrback Avenue, Paraeducator, Special Education, 8/24/23

Joubert, Rose, Norrback Avenue, Paraeducator, Kindergarten, 8/24/23

Julian, Danielle, Burncoat Middle School, Paraeducator, Special Education, 9/7/23

Katinas, Jordan, Elm Park Community, Paraeducator, Kindergarten, 8/24/23
 Keaney, Brian, Burncoat High School, Paraeducator, Special Education, 8/24/23
 Kihara, Shadrach, North High School, Paraeducator, Special Education, 8/24/23
 Kinne, Mishelle, South High School, Paraeducator, Special Education, 9/11/23
 Kutney, Lawrence, Systemwide, Paraeducator, Special Education, 9/11/23
 Kyei Mensah, Betty, Vernon Hill, Paraeducator, Kindergarten, 8/30/23
 LeBlanc, Sullivan Middle School, Paraeducator, Special Education, 9/6/23
 Lemoyne, Casandra, Systemwide, Paraeducator, Special Education, 8/24/23
 Logan, Harrison, Forest Grove Middle School, Paraeducator, Special Education, 8/24/23
 Lonneman, Kayla, Columbus Park, Paraeducator, Special Education, 8/25/23
 Lozada, Mikayla, Thorndyke Road, Paraeducator, Special Education, 8/24/23
 Lugo, Giselle, Chandler Magnet, Paraeducator, Special Education, 8/24/23
 Maldonado, Juliana, Systemwide, Paraeducator, Special Education, 8/24/23
 Mansour, Hanaa, Tatnuck Magnet, Paraeducator, Kindergarten, 8/24/23
 Mardirosian, Kristen, Systemwide, Paraeducator, Special Education, 8/24/23
 Martella, Matthew, South High School, Paraeducator, Special Education, 8/24/23
 McEvoy, Johanna, Systemwide, Paraeducator, SAIL, 8/24/23
 McGrail, Bridget, South High School, Paraeducator, Preschool, 10/2/23
 Mckee, Michaela, Systemwide, Paraeducator, Special Education, 8/24/23
 McLaughlin, Melissa, Midland Street, Paraeducator, Kindergarten, 8/24/23
 Medero, Alejandro, NECO - Bus Drivers and Monitors, Bus Driver - Aide PH - 10 Month, 9/18/23
 Melanson, Kristen, Sullivan Middle School, Paraeducator, Special Education, 8/24/23
 Melendez, Boris, NECO - Bus Drivers and Monitors, Bus Monitor - 10 Month, Transportation, 8/24/23
 Mondoza, Jasmine, Union Hill, Paraeducator, Kindergarten, 9/29/23
 Miftari, Remzije, Nelson Place, Paraeducator, Special Education, 8/24/23
 Minnucci, Caisey, Systemwide, Paraeducator, Special Education, 8/24/23
 Montanez, Zoraida, NECO - Bus Drivers and Monitors, Bus Driver - Big Bus - 10 Month, Transportation, 8/24/23
 Moylan, Donald, Academic Center for Transition, Paraeducator, Special Education, 10/2/23
 Muco, Juljan, NECO - Bus Drivers and Monitors, Bus Driver - Aide PH - 10 Month, 10/10/23
 Nevalsky, Ashlee, Nelson Place, Paraeducator, Special Education, 8/24/23
 Nevins, Aneesah, Systemwide, Paraeducator, Special Education, 8/24/23
 Nichols-Raptis, Angela, Systemwide, Paraeducator, Special Education, 8/24/23
 O'Day, Mary, Norrback Avenue, Paraeducator, Special Education, 8/24/23
 Ojeda, Lissette, Jacob Hiatt Magnet, Paraeducator, Special Education, 8/24/23
 Okai, Myrtle, Jacob Hiatt Magnet, Paraeducator, Preschool, 9/18/23
 Ordway, Courtney, Lake View, Paraeducator, Kindergarten, 10/10/23

Pallotta, Patricia, Systemwide, Paraeducator, Special Education, 8/24/23
 Pawelek, Kami, West Tatnuck, Paraeducator, Special Education, 8/24/23
 Peci, Besnilda, Systemwide, Paraeducator, Special Education, 8/24/23
 Perez, Adrian, NECO - Bus Drivers and Monitors, Bus Driver - Big Bus - 10 Month, 9/5/23
 Quinonez-Lopez, Suhaily, Chandler Magnet, Paraeducator, Kindergarten, 10/2/23
 Richard, Brittany, Quinsigamond, Paraeducator, Special Education, 9/11/23
 Rivera, Andrea, Woodland Academy, Paraeducator, Bilingual Office Aide, 8/24/23
 Rivera Gonzalez, Iris, NECO - Bus Drivers and Monitors, Bus Monitor - 10 Month, Transportation, 8/24/23
 Rodriguez, Lenny, NECO - Bus Drivers and Monitors, Bus Driver - Big Bus - 10 Month, Transportation, 8/24/23
 Roman, Maria, Vernon Hill, Paraeducator, Kindergarten, 8/24/23
 Rosa, Jessica, NECO - Bus Drivers and Monitors, Bus Monitor - 10 Month, Transportation, 10/2/23
 Rubin, Jonathan, Burncoat High School, Paraeducator, Special Education, 8/24/23
 Sadiku, Xhulia, Belmont Community, Paraeducator, Special Education, 8/24/23
 Sansone, Adriana, Union Hill, Paraeducator, Kindergarten, 8/24/23
 Santana Sanabria, Pedro, NECO - Bus Drivers and Monitors, Bus Monitor - 10 Month, Transportation, 8/24/23
 Schimke, Kristin, West Tatnuck, Paraeducator, Special Education, 8/24/23
 Schuster, Jacquelyn, South High School, Paraeducator, Special Education, 8/24/23
 Senosk, Emma, Belmont Community, Paraeducator, Special Education, 8/24/23
 Servis, Amanda, Norrback Avenue, Paraeducator, Special Education, 9/7/23
 Shaughnessy, Briana, Goddard, Paraeducator, Special Education, 8/24/23
 Skuz, Svitlana, Gates Lane, Paraeducator, Special Education, 9/11/23
 Stewart, Nicole, Francis J. Mcgrath Elementary, Paraeducator, SAIL, 9/11/23
 Streb, Julie, Systemwide, Paraeducator, Special Education, 9/27/23
 Supka, Ryan, Vernon Hill, Paraeducator, Special Education, 9/5/23
 Tahiraj, Sheqere, Tatnuck Magnet, Paraeducator, Special Education, 10/10/23
 Taveras, Edrianny, City View, Paraeducator, Special Education, 8/24/23
 Trudeau, Heather, Francis J. Mcgrath Elementary, Paraeducator, Special Education, 8/24/23
 Valentin, Leslie, Doherty High School, Paraeducator, Bilingual Office Aide, 8/24/23
 Valentin, Elizabeth, NECO - Bus Drivers and Monitors, Van Driver - 7D, Transportation, 9/21/23
 Vazquez, Martha, Forest Grove Middle School, Paraeducator, Bilingual Office Aide, 8/24/23
 Wage, Elizabeth, Systemwide, Paraeducator, Special Education, 8/24/23
 Walton, Hannah, Systemwide, Paraeducator, Special Education, 8/24/23
 Warrington, Jesse, Forest Grove Middle School, Paraeducator, Special Education, 8/24/23

Zona, Keeley, Chandler Elementary, Paraeducator, Special Education, 8/24/23

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

Acheampong, Vanessa, North High School, Teacher, English, 7/21/23
 Aldape, Robert, Worcester Technical High School, Teacher, Science, 8/23/23
 Antonio-Aquino, Alma, Clark Street, Teacher, Elementary, 7/20/23
 Ashworth, Jacob, Worcester East Middle School, Teacher, Mathematics, 8/31/23
 Austin, Michelle, Worcester East Middle School, Teacher, English as a Second Language, 8/14/23
 Baker, Christine, Systemwide, School Adjustment Counselor, 8/22/23
 Baldino, Samatha, South High School, Teacher, Business Education, 6/21/23
 Baldwin, Matthew, Burncoat High School, Teacher, Mathematics, 8/19/23
 Barrett, Matthew, University Park, Teacher, Science, 6/20/23
 Barry Moilanen, Donna, Systemwide, School Psychologist, 8/16/23
 Baviello, Magan, Worcester East Middle School, Department Head, Vocational Education, 6/30/23
 Bolshaw, Elizabeth, Systemwide, School Adjustment Counselor, 7/31/23
 Burchill, Drew, City View, Teacher, Elementary, 6/20/23
 Carpenter, Heather, Systemwide, Teacher, Music, 7/10/23
 Carroll, Cheryl, West Tatnuck, Teacher, Elementary, 7/26/23
 Ciavola, Maria, Worcester East Middle School, Teacher, Science, 8/22/23
 Cody, Anita, Union Hill, Teacher, Elementary, 6/30/23
 Cohen, Barbara, Claremont Academy, Teacher, English as a Second Language, 6/30/23
 Colleran, Vanessa, Systemwide, Teacher, Special Education, 6/20/23
 Colon, Jayquanna, Chandler Magnet, Teacher, Special Education, 8/23/23
 Coyle, Karen, Academic Center for Transition, Focused Instructional Coach, Special Education, 8/29/23
 Cramer, Sarah, Claremont Academy, Teacher, Mathematics, 6/20/23
 Deacon, Brianna, Roosevelt, Teacher, Elementary, 6/20/23
 DeForge, Katherine, Canterbury Street, Teacher, Elementary, 6/20/23
 Delgado, Josue, Burncoat High School, Department Head, Mathematics, 8/8/23
 DeRose, Lara, Worcester Technical High School, Focused Instructional Coach, Social Studies, 7/31/23
 Dev, Pradip, Claremont Academy, Teacher, Mathematics, 8/23/23
 Dillon, Magan, North High School, Teacher, Coping Instructor, 6/5/23
 Donahue, Allison, Sullivan Middle School, Foreign Language, 8/23/23
 Donington, Thomas, Burncoat High School, Teacher, Social Studies, 8/29/23
 Dustin Bradley, Doherty High School, Teacher, Mathematics, 6/20/23
 Faichney, Jenna, Elm Park Community, Teacher, 8/7/23

Fairbanks, Robert, Worcester Technical High School, Teacher, Vocational Education, 7/1/23

Ferraro, Chandra, Quinsigamond, Teacher, English as a Second Language, 7/31/23

Fishman, Zoe, Grafton Street, Teacher, Elementary, 6/20/23

Foley, Meghan, Tatnuck Magnet, Teacher, Elementary, 6/20/23

Forte, Linda, Midland Street, Teacher, Elementary, 6/30/23

Friel, Helen, Durkin Administration Building, Clerk of the School Committee, 7/28/23

Fulk, Michele, Sullivan Middle School, Teacher, Mathematics, 6/30/23

Geitz, Lynne, Worcester East Middle School, Department Head, Science, 8/24/23

Gilman, Jennifer, Worcester Technical High School, Teacher, Vocational Education, 7/6/23

Gordon-Mathieson, Liola, Burncoat High School, Teacher, Science, 8/18/23

Hicks, Alyssa-Anne, May Street, Teacher, Elementary, 6/20/23

Houlihan, Lisa, North High School, Principal - 42 Week, Administration - Unit B, Secondary, 6/30/23

Hubbard, Joshua, Worcester East Middle School, Teacher, Music, 7/13/23

John, Nicholas, Worcester East Middle School, Teacher, Social Studies, 8/17/23

Jreije, Catherine, Rice Square, Teacher, Elementary, 6/20/23

Kasper, Carolan, Union Hill, Assistant Principal, Administration - Unit B, Elementary, 7/1/23

Kellogg, Susan, Nelson Place, Teacher, Art, 6/30/23

King, Paul, Worcester East Middle School, Focused Instructional Coach, Mathematics, 8/18/23

Kiritsy, Kathy, Quinsigamond, Teacher, Elementary, 6/30/23

Kopka, Sarah, Worcester East Middle School, Librarian, Library Media, 8/11/23

Laskowski, David, Burncoat High School, Instructor, ROTC, 6/20/23

Leary, Sharon, Durkin Administration Building, Curriculum Liaison, 8/15/23

Leduc, Julie, Thorndyke Road, Teacher, Elementary, 7/28/23

Letarte, Gabrielle, Vernon Hill, Teacher, Elementary, 8/24/23

Levesque, Brett, Burncoat High School, Teacher, English, 6/20/23

Lonergan, Paula, Worcester Technical High School, Department Head, Vocational Education, 6/30/23

Lonergan, Joseph, Worcester Technical High School, Department Head, Vocational Education, 6/30/23

Longvall, Juliette, Systemwide, Behavioral Specialist, Special Education, 8/24/23

Lynch, Donna, Forest Grove Middle School, Teacher, Business Education, 6/30/23

MacDonnell, Robert, North High School, Teacher, English, 8/21/23

Mahoney, Robert, Doherty High School, Teacher, English, 6/30/23

Maltais, Michele, Worcester Technical High School, Department Head, Vocational Education, 6/30/23

Marcelo, Ana Karenina, Worcester East Middle School, Teacher, Special Education, 7/31/23
 Marek, Laura, Chandler Magnet, Teacher, Elementary, 8/18/23
 Martel, Nicole, Clark Street, Teacher, Elementary, 6/20/23
 Martin, Christine, Rice Square, Teacher, English as a Second Language, 6/30/23
 McCabe, Dawn, Goddard, Teacher, Elementary, 8/6/23
 McCarthy, Katherine, Woodland Academy, Teacher, Elementary, 7/19/23
 McGrath, Richard, Rice Square, Teacher, Elementary, 6/30/23
 McKeown, Mary, Systemwide, Teacher, Special Education, 7/1/23
 Melkonian, Melanee, Worcester Technical High School, Teacher, Physical Education, 8/21/23
 Mendes, Dana, North High School, Teacher, Art, 6/9/23
 Merrill, Bridget, Systemwide, School Adjustment Counselor, 9/20/23
 Moffat, James, Forest Grove Middle School, Teacher, Mathematics, 8/10/23
 Moulin, Kellie, South High School, Assistant Principal, Administration - Unit B, 8/25/23
 Mullins-May, Maureen, North High School, Teacher, English as a Second Language, 6/30/23
 Myra, Elizabeth, Systemwide, Teacher, Physical Education, 6/30/23
 Nguyen, Hoang, Worcester Technical High School, Teacher, Mathematics, 6/30/23
 O'Brien, Marissa, Goddard, Teacher, Elementary, 6/26/23
 Ochocki, Jessica, Elm Park Community, Focused Instructional Coach, Elementary, 7/28/23
 O'Neil, Michael, St. Casimir, Coordinator - Principal, Administration - Unit B, 8/24/23
 O'Rourke, Kelly, Grafton Street, Teacher, English as a Second Language, 7/27/23
 O'Toole, Heather, Chandler Elementary, Teacher, Elementary, 8/16/23
 Pasino, Dale, Sullivan Middle School, Teacher, Mathematics, 6/30/23
 Pastrana, Anthony, North High School, Instructor, ROTC, 10/4/23
 Perez Salort, Maria, Chandler Magnet, Teacher, Elementary, 6/20/23
 Petry, Courtney, Gates Lane, Teacher, Elementary, 8/7/23
 Pezzella, Robert, Durkin Administration Building, Administration, School Safety, 7/1/23
 Pichette, Kathleen, Midland Street, Teacher, Special Education, 6/30/23
 Preece, Kimberly, Worcester East Middle School, Teacher, Special Education, 6/20/23
 Putnam, Nicole, Chandler Magnet, Teacher, Elementary, 7/10/23
 Reid, Caroline, Woodland Academy, Teacher, Special Education, 6/20/23
 Ritacco, Alyssa, Vernon Hill, Teacher, Elementary, 6/20/23
 Rivera, Kiara, Chandler Magnet, Teacher, English as a Second Language, 6/20/23
 Rivera, Limari, Systemwide, School Adjustment Counselor, 8/21/23
 Rivera, Nestor, Sullivan Middle School, Teacher, Science, 6/30/23
 Robbins, Sarah, Vernon Hill, Teacher, Elementary, 7/12/23

Rock, Lauren, Belmont Community, Teacher, Elementary, 6/20/23

Rodriguez Aleman, Nadya, Fanning Building - Transition Program, Teacher, Special Education, 7/20/23

Rollan Martinez-Herrera, Clara, La Familia Dual Language School, Teacher, Elementary, 6/20/23

Rosa, Leila, Durkin Administration Building, Focused Instructional Coach, Special Education, 8/9/23

Scola, Donna, Worcester Technical High School, Department Head, Vocational Education, 6/30/23

Scully, Mary, Burncoat Middle School, Principal - 42 Week, Administration, 6/30/23

Sczerbinski, Kara, Chandler Magnet, Teacher, Elementary, 6/20/23

Seale, Kay, Durkin Administration Building, Manager, Special Education, 8/14/23

Sebok, Kathleen, Columbus Park, Teacher, Elementary, 8/24/23

Shand, Eisdem, Worcester Technical High School, Teacher, Special Education, 9/27/23

Skowron, Elaine, West Tatnuck, Teacher, Elementary, 6/30/23

Smiley, Grace, Chandler Elementary, Teacher, Elementary, 7/25/23

Smith, Abbie, Systemwide, Teacher, Music, 6/20/23

Sousa, Mason, Worcester Technical High School, Teacher, Vocational Education, 6/20/23

Souza, Stephanie, Clark Street, Teacher, English as a Second Language, 6/20/23

Stevens, Kachaundra, South High School, Teacher, Social Studies, 8/8/23

Stevenson, John, Worcester Technical High School, Teacher, Vocational Education, 6/30/23

Stewart, Samantha, Belmont Community, Teacher, Elementary, 8/8/23

Stone, Jean, Burncoat High School, Assistant Principal, Administration - Unit B, 6/30/23

Sutton, Rachel, Elm Park Community, Teacher, Elementary, 7/10/23

Threhane, Kaitlyn, Academic Center for Transition, Teacher, Special Education, 7/25/23

Torrise, Michael, University Park, Teacher, Foreign Language, 8/29/23

Tsouvalos, Corinne, Systemwide, Teacher, Health, 6/30/23

Vaillancourt McCann, Sarah, Sullivan Middle School, Teacher, English, 6/20/23

Vanni, Elizabeth, Doherty High School, Teacher, Mathematics, 8/18/23

Vecchio, Nina, Tatnuck Magnet, Teacher, Elementary, 8/1/23

Vitali, Anthony, Burncoat High School, Teacher, Industrial Arts, 7/1/23

Vriesman, Jonathan, Systemwide, Teacher, Physical Education, 8/8/23

Vyas, Rhea, Woodland Academy, Teacher, Elementary, 6/20/23

Warner, Francis, Sullivan Middle School, Teacher, Art, 6/30/23

Weaver, Linda, Elm Park Community, Lead Teacher, Elementary, 6/30/23

Weiss, Dianne, New Citizens - Young Adult, Teacher, English as a Second Language, 6/30/23

Westerman, Kara, Durkin Administration Building, Special Education Chairperson, Special Education, 6/30/23

Wilhide, Darlene, North High School, Teacher, Special Education, 6/20/23

Winston, Steve, North High School, Teacher, English, 6/20/23

Wrenn, Michele, Burncoat High School, Teacher, Special Education, 8/30/23

Wright, Jeremiah, Burncoat Middle School, Teacher, English, 9/4/23

Wroblewski, Emma, Systemwide, Teacher, Special Education, 7/17/23

Yanez, Jessica, Fanning Building, Supervisor, Administration - Unit B, ESL, 6/20/23

Zaleski, Jessica, South High School, Department Head, English as a Second Language, 6/20/23

E. Initial Filing of Individual Recognitions
O'Connell Novick
(October 11, 2023)

MEETING: 10-19-23

ITEM:

To set a date To congratulate the Worcester Public Schools Transportation Department, including all drivers, monitors, and staff, for their contributions to a successful transition to district-operated student transportation, as recognized by Association of School Business Officials, International with the 2023 Pinnacle of Achievement Award.

PRIOR ACTION:

BACKUP:

Annex A (3 pages) contains the awards page from the Association of School Business Officials International website.

RECOMMENDATION OF MAKER:

Approve.

RECOMMENDATION OF THE ADMINISTRATION:

Approve.



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HOME » AWARDS » PINNACLE AWARDS » PINNACLE AWARD RECIPIENTS

PINNACLE RECIPIENTS



The Pinnacle Awards celebrate the work of outstanding individuals whose original solutions maximize resources and enhance student achievement.

Congratulations to the 2023 Pinnacle Award recipients—innovators in school business management!

PINNACLE OF EXCELLENCE AWARD RECIPIENT



Jeremy Larson, EdD
Superintendent
Paris Union School District 95
Paris, Illinois

Paris Union School District 95 launched an innovative program called the Tiger Health Center. Developed in collaboration with a local hospital, this comprehensive healthcare clinic is designed to improve the physical and mental health of students by bringing healthcare services to students, eliminating the barriers that at-risk families often encounter when seeking physical and mental health services through referral systems, and overcoming the expense of obtaining such services.

Since the health center's opening, student and staff attendance has increased, reducing costs associated with absences and employee healthcare and underscoring the program's value to the district. Most importantly, the increased attendance correlates with an uptick in overall student academic performance and a notable decrease in disciplinary incidents and crisis calls, highlighting the importance of the mental health support provided by the center.

PINNACLE OF ACHIEVEMENT AWARD RECIPIENTS



Brian Allen
Deputy Superintendent/Chief Financial and Operations Officer
Worcester Public Schools
Worcester, Massachusetts

Faced with significantly increasing transportation costs, limited competition for bids, and a noticeable decline in customer service over the past several years, Worcester Public Schools decided to move student transportation from primary contracted services to fully district-operated transportation for the 2022-2023 school year. As a result, the district realized savings totaling \$3.5 million last year, added 46 teacher positions, improved transportation customer service, and improved the level of transportation options available to the district.

The cost savings resulting from the move to in-district student transportation also allowed the district to increase opportunities for student to participate in field trips, afterschool activities, and athletics. The district also partnered with the state's career reemployment agency and the district's adult education program to recruit and retain bus drivers.

Bobbie Stuart
Business Manager



Bayard Public Schools
Bayard, Nebraska

Many rural communities like Bayard, Nebraska, have few options for childcare close to home. Not only was lack of childcare a challenge for the overall community, it was affecting the district's teacher recruitment and retention efforts.

The district approached the city about partnering to increase childcare capacity. The result is a private, community-owned childcare center located in the elementary This partnership approach allowed the Childcare Center and District to share a teacher as a Childcare Director/ Preschool teacher for three-year-olds. The District was also able to expand its current preschool program to offer a full-day program for four-year-olds.

Not only does the childcare center help the community's parents, it provides Bayard's children with a consistent curriculum from birth through age five in a safe, caring environment.



Jesse Walck
Business Manager
Panther Valley School District
Lansford, Pennsylvania

Panther Valley's parking lots were in disrepair due to traffic volume, but because the district had been financially challenged for more than a decade, it had scaled back maintenance staff and tabled many projects, such a parking lot repaving.

Recognizing that local municipalities require these services as well, the district reached out to the municipalities within the district's footprint regarding a partnership that ultimately would save the taxpayers money.

A shared municipal services agreement allowed the municipalities to perform site work at material cost, in exchange for the district allowing the municipalities to utilize their equipment and facilities when needed. The agreement also allows the district to utilize the municipalities' equipment, which continues to keep costs down for services and rentals.

Awards

Meritorious Budget Award & Pathway to the MBA

Certificate of Excellence in Financial Reporting

Pinnacle Awards

Pinnacle Award Eligibility and Classifications

Pinnacle Project Summaries

Pinnacle Award Recipients

Eagle Awards

Emerging Leaders Scholarship

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G. Held Item
Mailman
(September 26, 2023)

ITEM: gb 3-225
S.C. MEETING: 10-5-23

ITEM:

To determine ways in which to publicly measure the health of our male students. Attendance and achievement, as an example, could impact accessibility to programs. Not a new phenomenon but one that deserves highlighting and tracking.

PRIOR ACTION:

10-5-23: Member Maliman stated that she would like information every six-months on this subject.

Member O'Connell Novick stated that she would like data regarding disparities on both sexes and recommended making the language in the item more specific.

Member Kamara asked what would be done with this information once a report is received. Student Representative Sutton recommended that the Committee look into student mental health issues, for all sexes but especially male, as they relate to missing school. Member Mailman asked that her item include the amendment of Student representative Sutton and responded that the information from this item would be used to open up opportunities for male students. Member O'Connell Novick asked if the Administration plans to provide information broken down by sex for the next Report of the Superintendent. Dr. Morse responded that is not the usual case, but that information can be provided.

Member O'Connell Novick made a motion to file the item.

Member Kamara stated that she would like to amend the item to be able to look at data by gender.

Member Mailman made a motion to hold.

On a roll call of 6-1, (No: O'Connell Novick) the item was held.

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

G. Held Item
McCullough
(October 3, 2023)

ITEM: gb 3-232
S.C. MEETING: 10-5-23

ITEM:

To request the Administration review and report back at the next committee meeting on the policy regarding alcohol usage in WPS buildings for special events with appropriate City licensure approval.

PRIOR ACTION:

10-5-23: The Mayor asked that the following item be taken out of order as there was testimony on this item during the public comment period.

gb-232 McCullough

(October 3, 2023)

To request Administration review and report back at the next committee meeting on the policy regarding alcohol usage in WPS buildings for special events with appropriate City licensure approval.

On a roll call of 6-1 (No: Mayor Petty), the item was held.

BACKUP:

RECOMMENDATION OF MAKER:

Refer to Administration and report back at the next committee meeting.

RECOMMENDATION OF THE ADMINISTRATION:

J. Public Petition
Corey Spaulding
(October 11, 2023)

ITEM: c&p 3-10
S.C. MEETING: 10-19-23

ITEM:

Corey Spaulding to request to know how the matter of Federal and State Grants are controlled, appropriated and accounted for as part of the fiduciary responsibility of the School Committee.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

K. Report of the Superintendent
Administration
(October 19, 2023)

ITEM: ros 3-15
S.C. MEETING: 10-19-23

ITEM:

From Here, Anywhere... Together: Student Academic Achievement Part 2
Marco Andrade, Ph.D.
Marie Morse, Ed.D.

PRIOR ACTION:

BACKUP:

Annex A (19 pages) contains the Powerpoint presentation.

RECOMMENDATION OF MAKER:

To approve.

RECOMMENDATION OF THE ADMINISTRATION:

To approve.

Student Academic Achievement



Part 2



ROS 3-15
Marco Andrade, Ph.D.
Marie Morse, Ed.D.

Contents

Part I - October 5, 2023

Superintendent
Student Goals

Accountability
Glows & Grows

MCAS

Part II - October 19, 2023

MCAS Demographic
Breakdowns

Engagement &
Additional Indicators

Next Steps

Student Goal

By June 30, 2024, collaboratively lead school teams in identifying and using multiple sources of evidence to assess, respond, and improve outcomes in all schools with an intentional focus on historically underserved youth through building capacity and valuing knowledge, authentic engagement and a sense of belonging as measured by:

- Increase grade 3 reading performance demonstrated by the STAR assessment by from the end of the school year 2022-23 to the end of the school year 2023-24
- Increase the percentage of students in grades 7-12 who self-report that they are engaged in school as measured by the WPS Culture and Climate Survey (Panorama)
- Increase the number of Formerly Limited English Proficient Students (F-LEP)

Impact Evidence

- Increasing the DESE accountability score for the schools at/below 5 by 4 percentile points
- Increasing the DESE accountability score for the schools between 6-10 by 5 percentile points
- Increasing the DESE accountability score for the schools between 11-20 by 6 percentile points

Product Evidence

- WPS Data Literacy Guidebook
- Multilingual Education Operating Manual

Accountability Overview

Glow

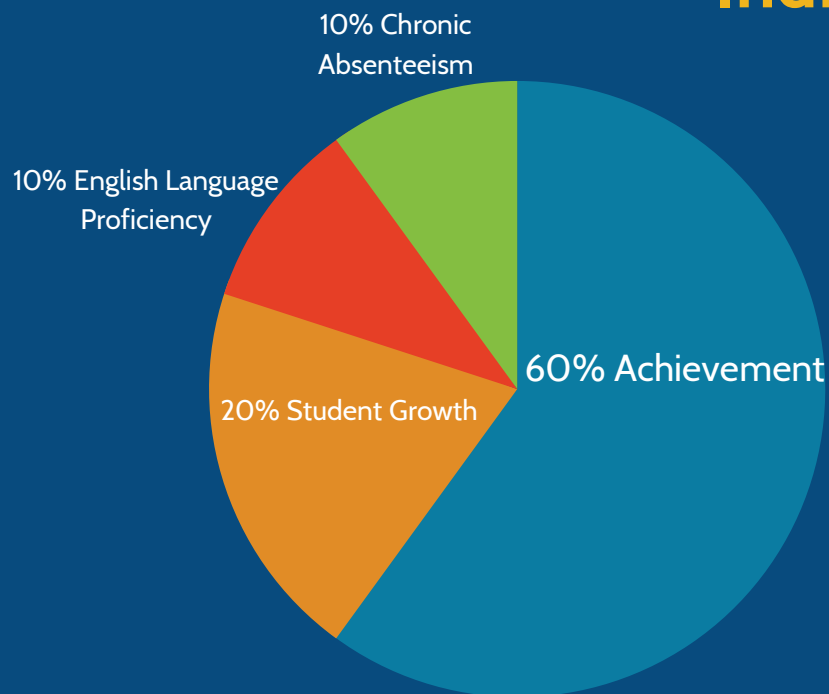
- 21 Schools improved Accountability percentiles
- Schools “requiring assistance or intervention”:
13 → 10
- Science performance improved overall.
Highlight - grade 8 increased the percentage of students “meeting or exceeding expectations”
- Mathematics performance improved overall.
Highlight - grades 3-8 saw an increase in the percentage of students “meeting or exceeding expectations”
- Lowest number of WPS schools falling in the tenth percentile since SY18



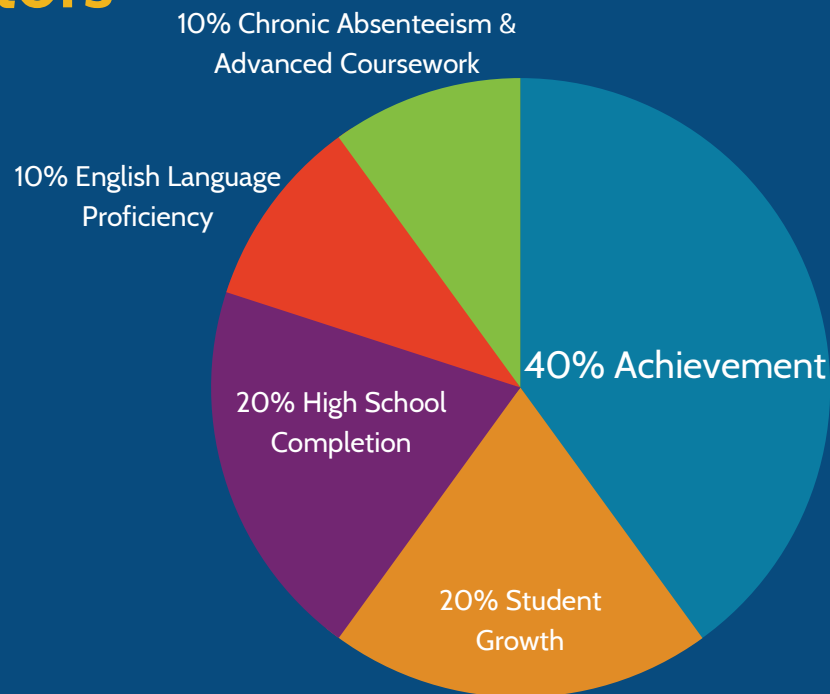
Grows

- Reading scores: no change or minimal increase/decrease
- Declines in grade 10 scores in ELA, mathematics, and science
- Performance gaps continue in several groups, such as Hispanic/Latino students, students with disabilities, and ELLs
- Decline in English learners meeting progress targets

DESE School Accountability Indicators



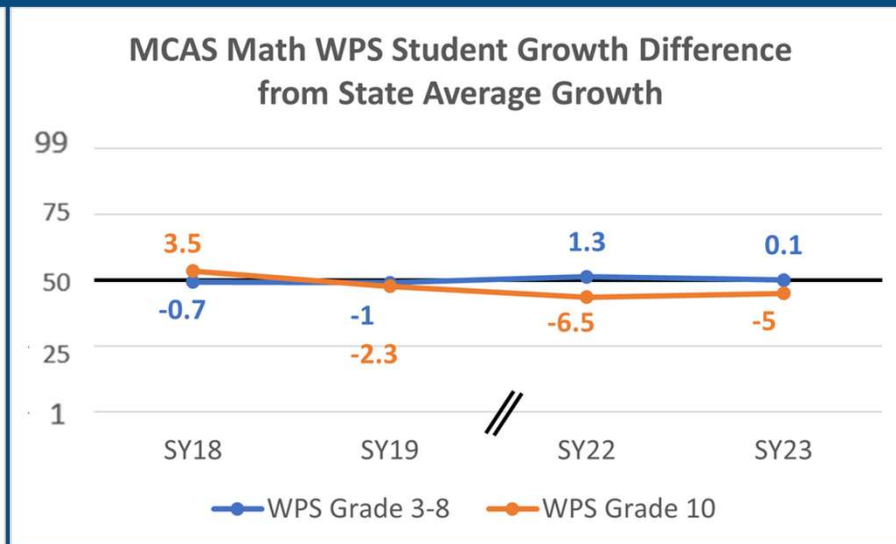
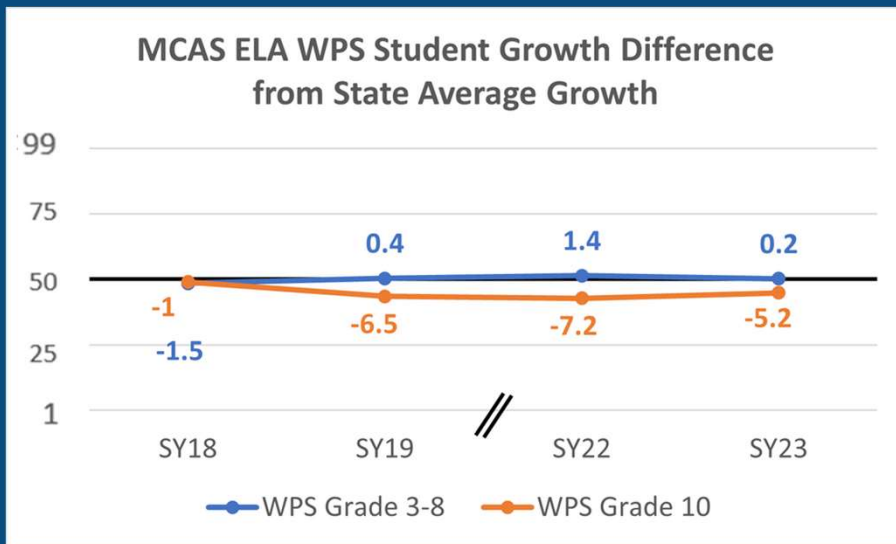
Non-High School



High School



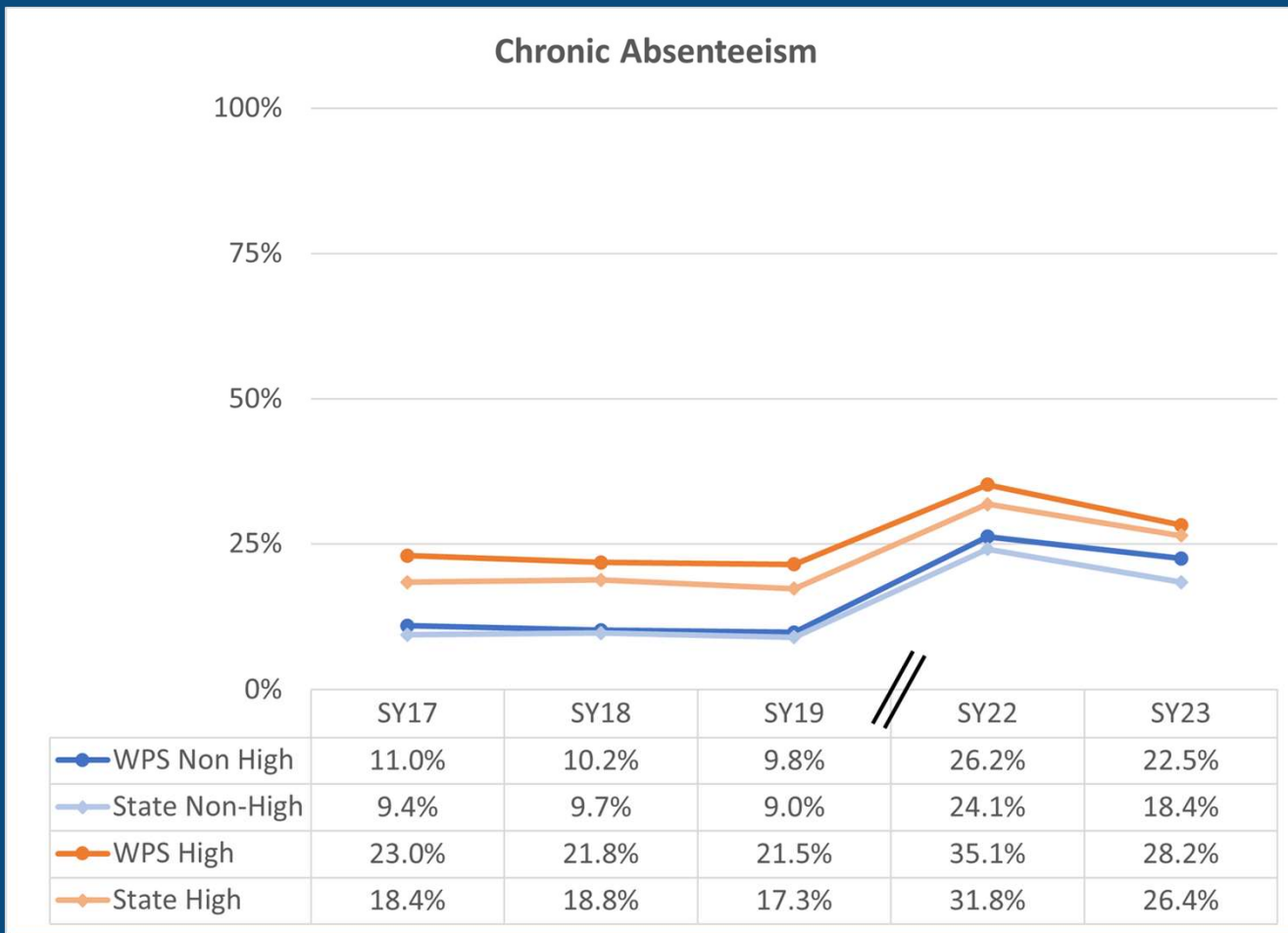
English and Math Growth for WPS Students



MCAS ELA Growth Percentiles	2018	2019	2022	2023
WPS Grade 3-8	48.5	50.3	51.2	49.9
WPs Grade 10	48.9	42.9	42.8	44.3

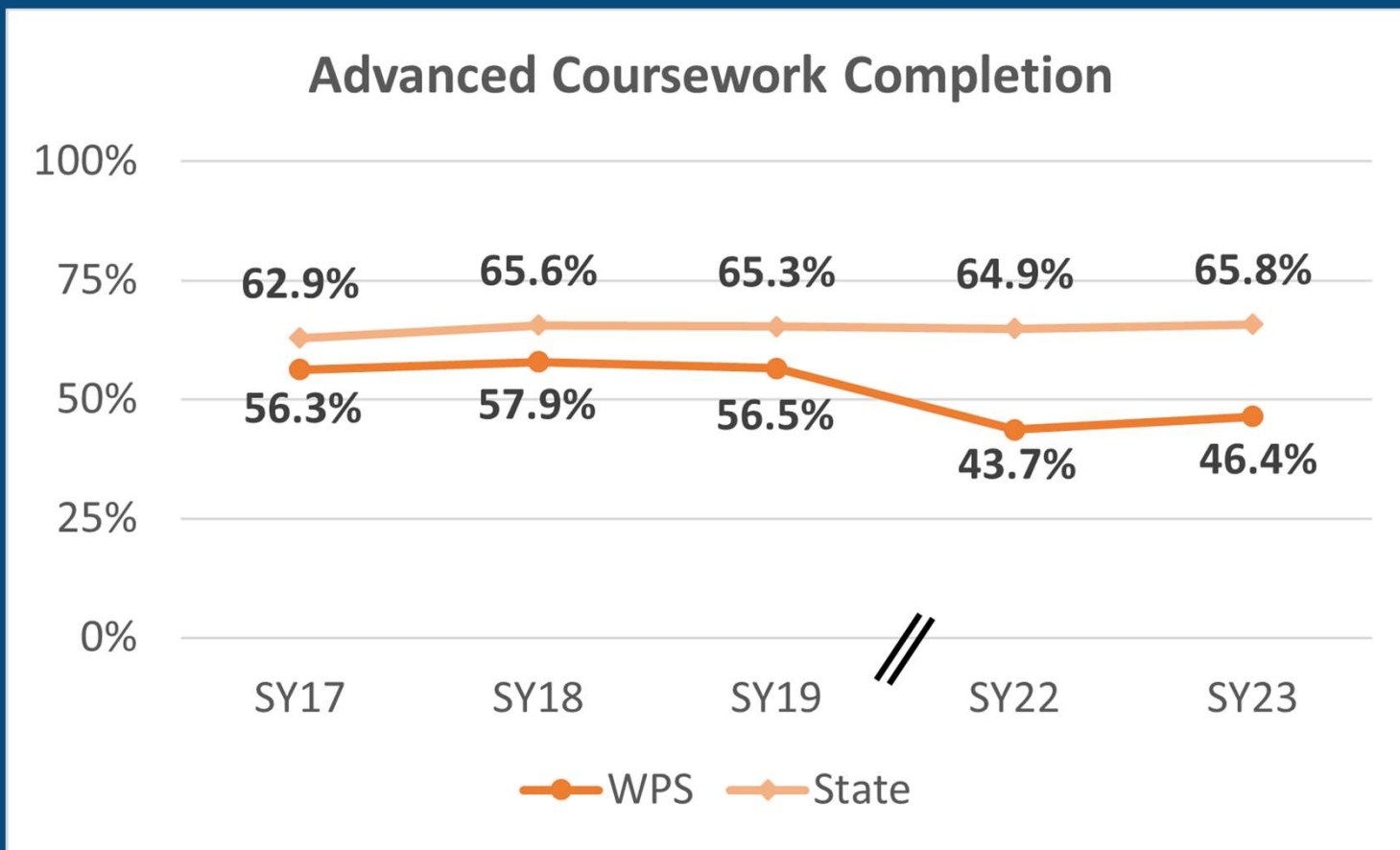
MCAS Math Growth Percentiles	2018	2019	2022	2023
WPS Grade 3-8	49.3	48.9	51.2	49.9
WPs Grade 10	53.4	47.4	43.5	44.6

Chronic Absenteeism

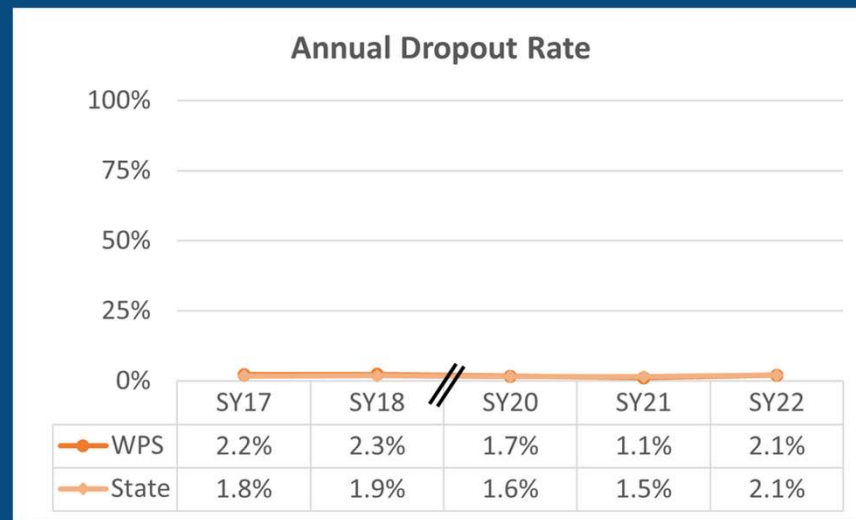
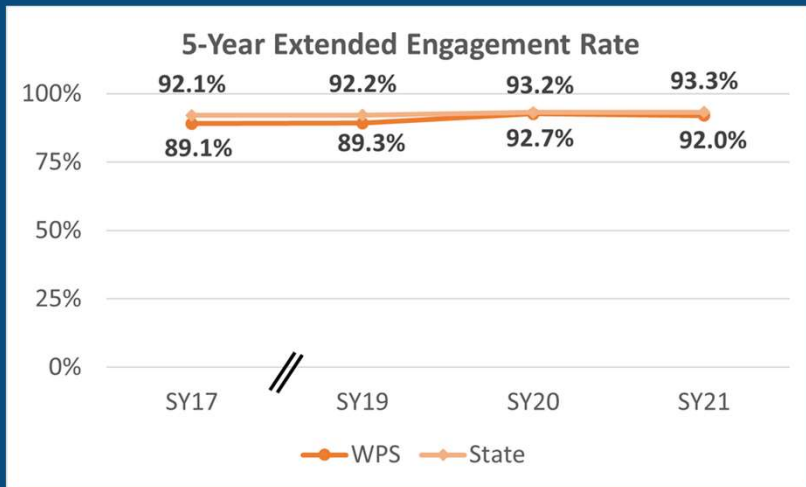
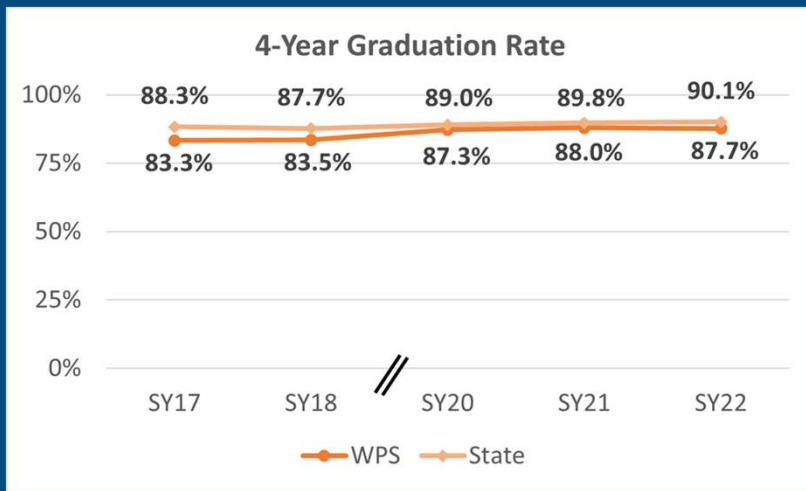


Andrade | Morse | ROS 3-15

High School- Advanced Coursework

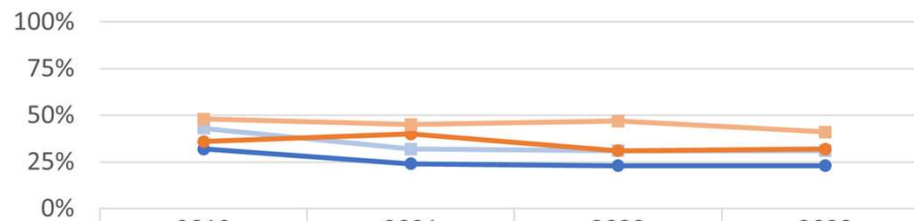


High School Completion Indicators



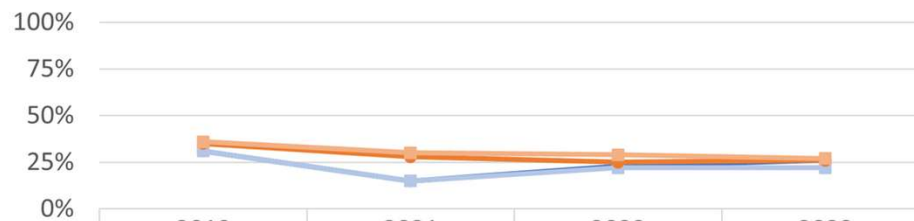
Male & Female Students Meeting/Exceeding

ELA % Meeting/Exceeding Expectations by Gender



	2019	2021	2022	2023
Grade 3-8 Male	32%	24%	23%	23%
Grade 3-8 Female	43%	32%	31%	31%
Grade 10 Male	36%	40%	31%	32%
Grade 10 Female	48%	45%	47%	41%

Math % Meeting/Exceeding Expectations by Gender

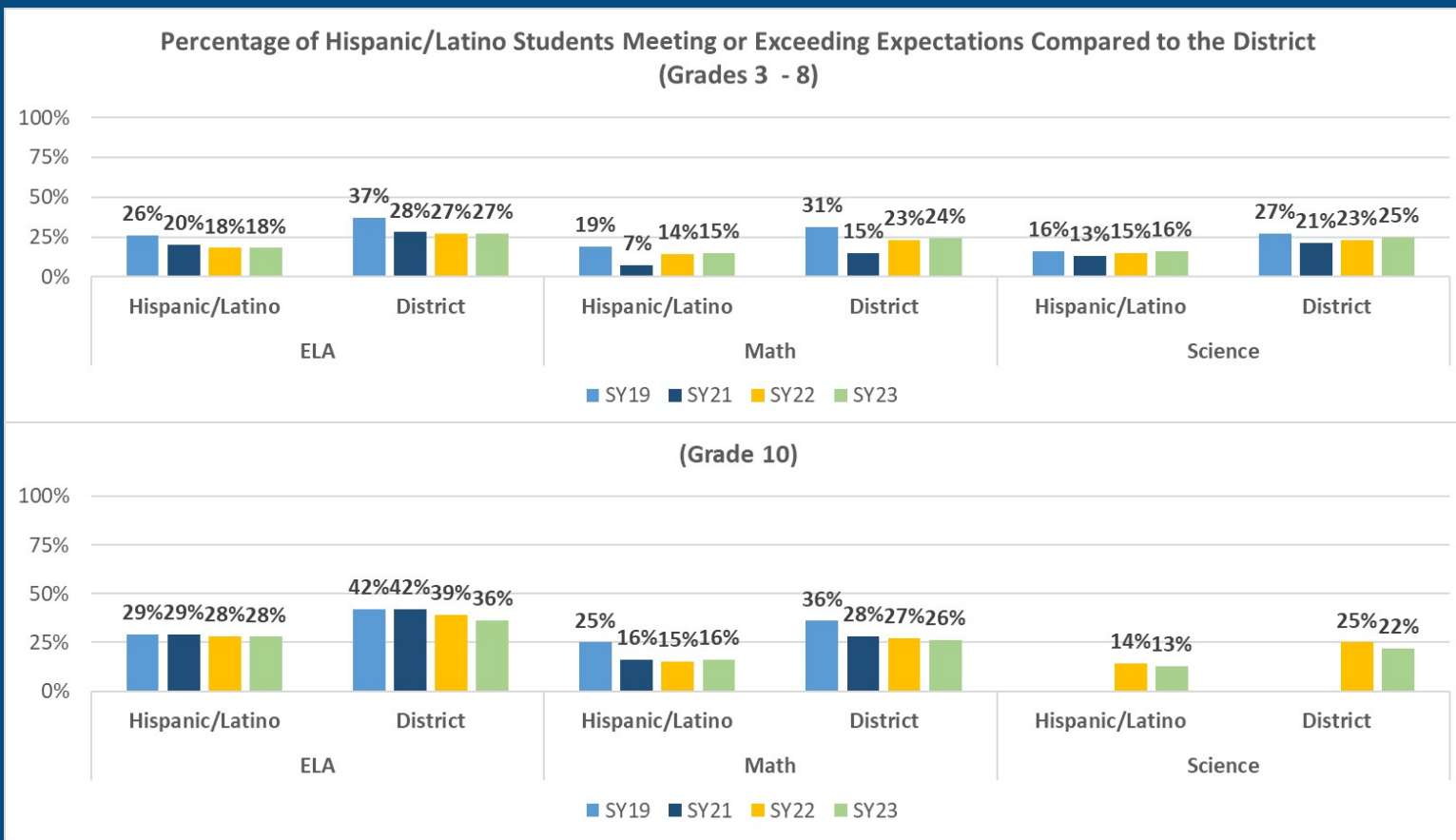


	2019	2021	2022	2023
Grade 3-8 Male	31%	15%	23%	26%
Grade 3-8 Female	31%	15%	22%	22%
Grade 10 Male	35%	28%	25%	26%
Grade 10 Female	36%	30%	29%	27%

Hispanic/Latino Students



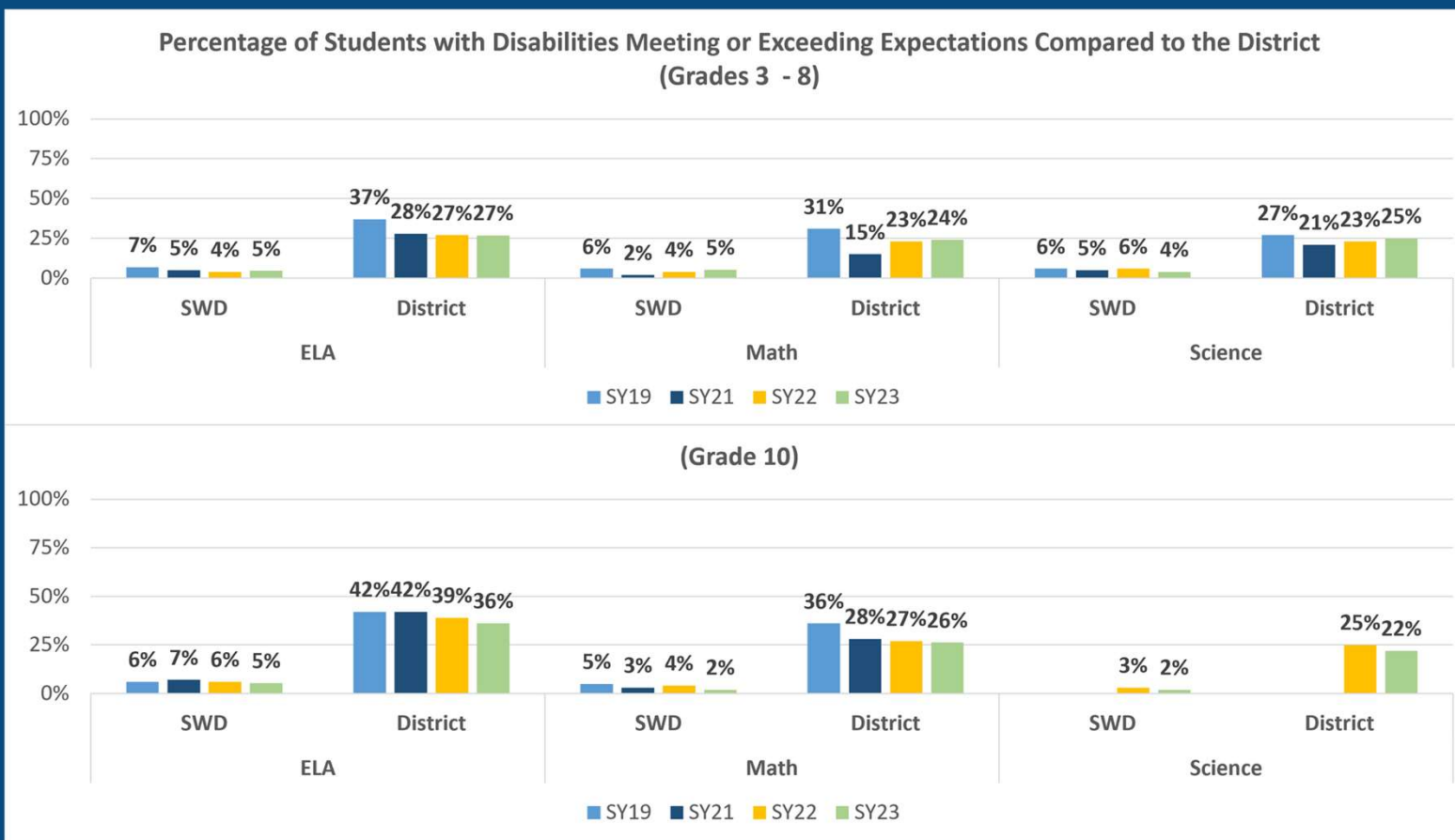
Hispanic/Latino Students Meeting/Exceeding



Andrade | Morse | ROS 3-15



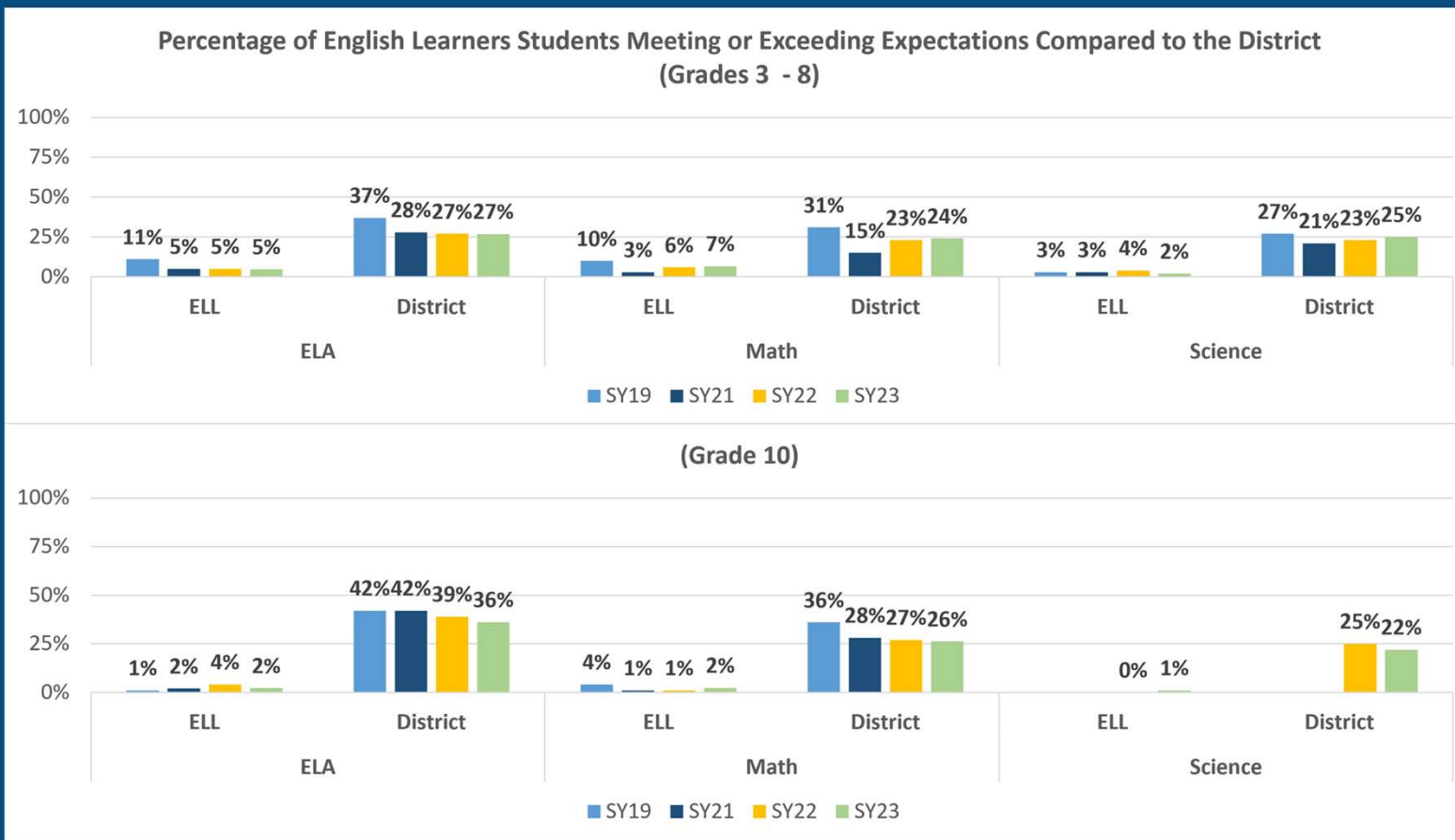
Students with Disabilities



Andrade | Morse | ROS 3-15



English Language Learners



Andrade | Morse | ROS 3-15



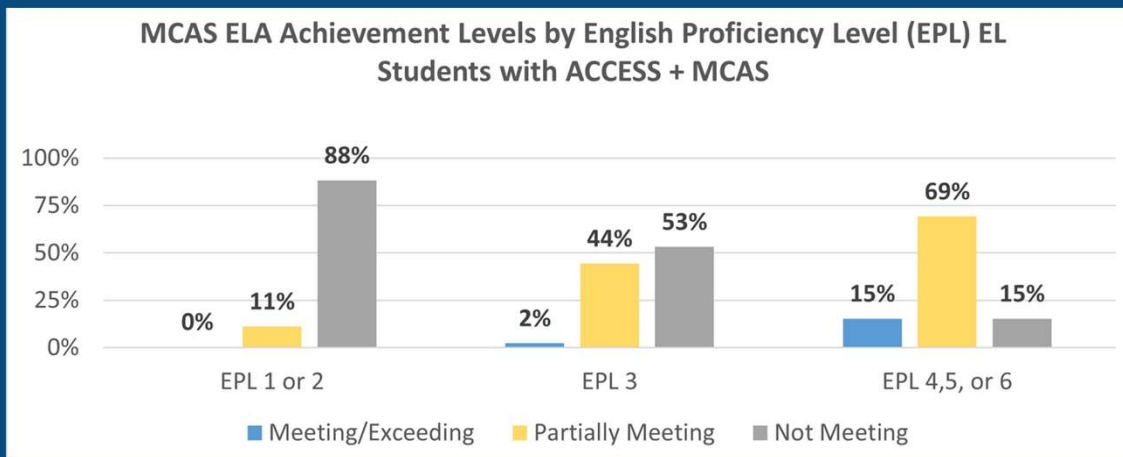
English Language Learners Relative to District

ACCESS Student Performance by Grade Span and Proficiency Level							
Grade Span	Number Tested	Level 1 Entering	Level 2 Emerging	Level 3 Developing	Level 4 Expanding	Level 5 Bridging	Level 6 Reaching
Gr. K-5	4,168	28%	23%	31%	16%	2%	0%
Gr. 6-8	1,262	21%	29%	40%	10%	0%	0%
Gr. 9-12	1,570	22%	29%	40%	9%	0%	0%
District Count	7,000	1,764	1,756	2,444	919	108	9
District %	—	25%	25%	35%	13%	2%	0%

ELL English Proficiency	MCAS ELA Student Count	MCAS Math Student Count
EPL 1	402	396
EPL 2	721	714
EPL 3	1279	1276
EPL 4	646	644
EPL 5	87	87
EPL 6	9	9
Total	3144	3126

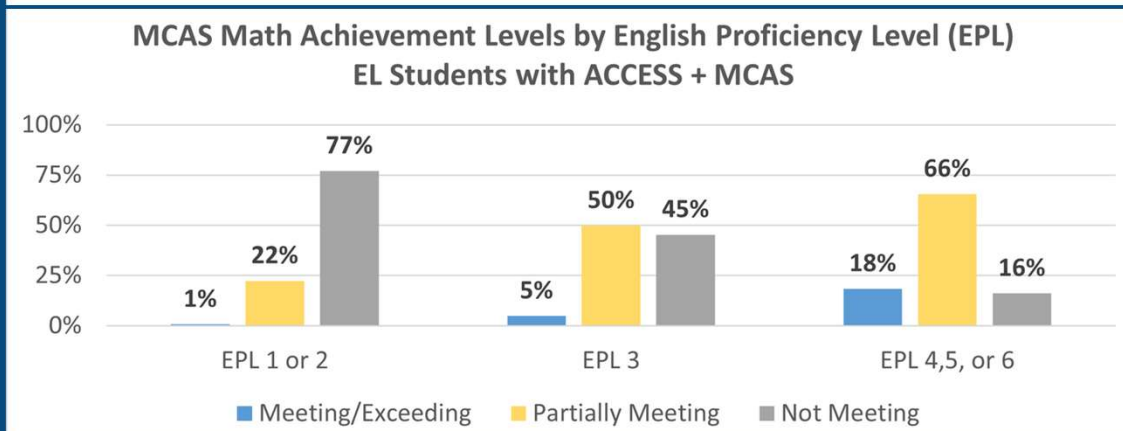
- Majority of ELL students are in EPLs 2-4.
- Most ELLs are in Grades K-5
- Disproportionately fewer ELLs at highest levels of English Proficiency due to exiting ELL status

English Language Learners MCAS Achievement



73 point difference

ELA proficiency for ELL Students of low and high EPLs



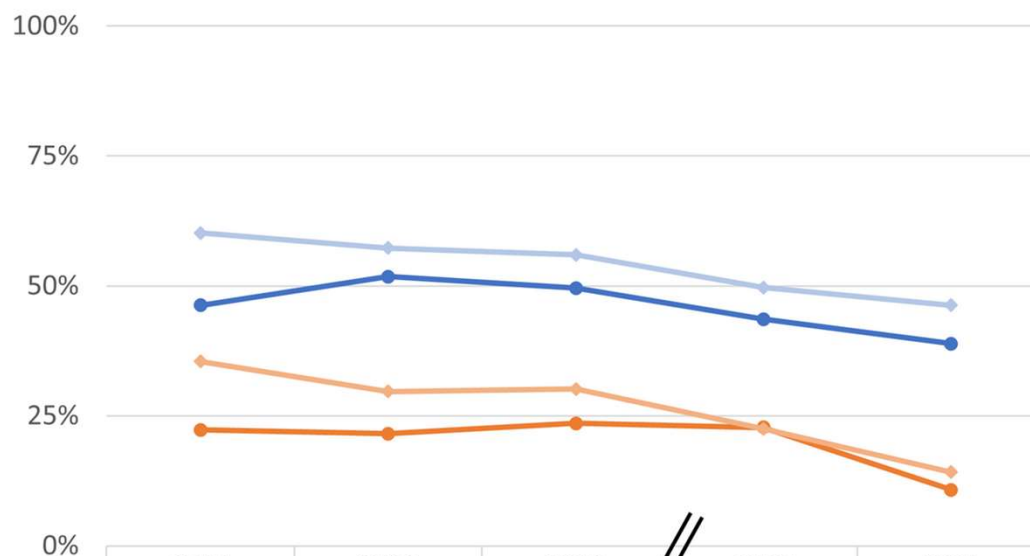
61 point difference

Math proficiency for ELL Students of low and high EPLs



English Language Learner's Progress to Proficiency

Percentage of ELLs Making Progress Towards English Language Proficiency in 6 years



	SY17	SY18	SY19	SY22	SY23
WPS Non High	46.3%	51.8%	49.6%	43.6%	38.9%
State Non High	60.2%	57.3%	56.0%	49.7%	46.3%
WPS High	22.3%	21.6%	23.6%	22.8%	10.8%
State High	35.5%	29.7%	30.2%	22.5%	14.2%



Specific Steps:

WPS adopted the "science of reading" based K-6 Core Knowledge Language Arts (CKLA) reading curriculum.



Began the "Spark Plan" incubator program to implement new teaching practices grounded in WPS's "Vision of a Learner."

Entered into an audit process with the American Institute for Research to guide the multilingual education program toward improving outcomes for multilingual learners.



Reorganized support through the new Quadrant-Team model of support will provide schools with specialized instructional and coaching staff who spend at least 80% of working hours on-site (instead of district offices).

Implemented the new Family and Community Engagement framework to foster greater parental involvement in student learning and school culture, with a culturally and linguistically responsive focus.





★ Other Implementations to Encourage Growth:

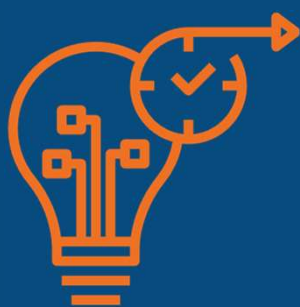
Designed and developed the new Doherty Memorial High building for expansion of Ch. 74 career technical education offerings.



Added one Wrap Around Coordinator to each school to assist with wellness support & services.

Expanded Early College Program to allow more high school students to take courses in conjunction with local universities for college credit and envision themselves in higher education.

WPS is also...



- Implementing an updated Instructional Framework.
- Continuing to build a sense of belonging as a central focus
- Building and sustaining authentic engagement
- Making reading on grade level a priority
- Developing our scholars' academic and cognitive skills, self-leadership, and interpersonal abilities.
- Taking steps to become a Future Ready School District

End of Part II

Thank you!

Marco Andrade, Ph.D.
Marie Morse, Ed.D.



- L. Reports of the Standing Committees
Clerk
(October 19, 2023)

ITEM: aor 3-20
S.C. MEETING: 10-19-23

ITEM:

To consider approval of the Minutes for the Teaching, Learning and Student Supports meeting held on September 12, 2023.

To consider approval of the Minutes for the Finance and Operations meeting held on September 18, 2023.

To consider approval of the Minutes for the Governance and Employee Issues meeting held on October 3, 2023.

PRIOR ACTION:

BACKUP:

Annex A (2 pages) contains the Minutes for the Teaching, Learning and Student Supports meeting held on September 12, 2023.

Annex B (3 pages) contains the Minutes for the Finance and Operations meeting held on September 18, 2023.

Annex C (3 pages) contains the Minutes for the Governance and Employee Issues meeting held on October 3, 2023.

RECOMMENDATION OF MAKER:

File.

RECOMMENDATION OF THE ADMINISTRATION:

File.

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

The Standing Committee on TEACHING, LEARNING AND STUDENT SUPPORTS met on September 12, 2023 in Room 410, Durkin Administration Building. The meeting was called to order at 5:03 p.m. by Chairperson McCullough. There were present: Member Mailman and Chairperson McCullough. Member Kamara attended virtually. There were also present Dr. Marie Morse, Ellen Kelley and Christopher Kursonis.

2-61.1 Mailman/Clancey, Johnson, Kamara, McCullough, Novick
 (February 7, 2022)

Request that the Administration, before further expansion of the pre-k programming in WPS, include local non-profit early education care partners in order to incorporate lessons learned and to avoid pitfalls of 20 years ago.

Dr. Morse reviewed with the Committee the current offerings of 23 integrated AM and PM (46) sessions, the 5 full-time sessions and additional offerings. She also expressed the successful work of Ms. Kuczka in organizing the Countdown to Kindergarten Program.

She stated that the Task Force for future early education programming is taking shape for future reporting to the School Committee and Standing Committee.

Member Mailman stated that community partners are excited about the possibilities in collaboration with the WPS. She made a Motion to hold this item open in Committee for future discussions until after recommendations are forthcoming from the Task Force.

Member Kamara also expressed support in holding the item until additional backup is received from the Administration.

The item was held on a roll call of 3-0.

Gb 2-292.2 McCullough
 (October 26, 2022)

Request that the Administration consider exploring Driver's Ed, utilizing local driving schools at the high school level.

Ellen Kelley presented the Committee with data concerning students participating in the Driver's Education Program through various programs created by the Administration, some at a greatly reduced cost to students and their families.

One program will commence in January, 2024 with 100 student slots funded through a grant. This first cohort is in conjunction with AAA and NightLife.

Member Mailman asked the total value of the grant.

Christopher Kursonis responded that the grant is in the amount of \$48,328 and covers 40 hours of classroom instruction, 8 hours of driving and 8 hours of observation for each

participating student. Worcester Technical high School is utilized as a base for this program rollout.

Chairperson McCullough requested that the Administration provide an update of the program in June, 2024 and that the item be Held. The item was held on a roll call of 3-0.

Member Kamara questioned how long the program will run. Mr. Kursonis responded that the grant runs from 2024-2026 and the Administration wishes to expand the program with other driving schools and other high schools.

Member Kamara made a Motion to request the Administration provide an update once the program rolls out to students.

Chairperson McCullough made a motion to hold this item until June 2024 with the amendment to receive an update once the program rolls out to students.
On a roll call of 3-0, the item was held.

Chairperson McCullough made a motion to adjourn the meeting.
The meeting adjourned on a roll call of 3-0 at 5:23 p.m.

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

The Standing Committee on Finance and Operations held a meeting on September 18, 2023, both online and in Room 410, Durkin Administration Building, 20 Irving St. Worcester. The meeting was called to order at 5:30 p.m. There were present Chair O'Connell Novick, Vice Chair Kamara, and Member Mailman.

gb 3-153.1 Administration
 (June 2, 2023)

To review the Independent Accountants' Report on Applying Agreed-Upon Procedures for the DESE End of Year Financial Report for Fiscal Year 2022.

Budget Director, Sara Consalvo, introduced Karen Spinelli, CPA and Managing Partner of Spinelli Accountants and Advisors, whose firm reviewed the Fiscal Year 2022 report. Budget Director Consalvo stated that the Spinelli Accountants and Advisors Firm was engaged to review the fiscal year 2022 annual report using the agreed upon procedures provided by DESE. Mrs. Spinelli stated that one line item from the report had exceptions related to pre-populated line numbers that the state inputs, therefore they did not tie directly to the report from the City of Worcester. She stated that everything was correct as reported. Mr. Allen added that the reason for the exception that Mrs. Spinelli mentioned was a timing issue between when the City posts revenue vs. when DESE posts revenue.

On a roll call of 3-0, the item was approved and filed.

gb 2-92.12 Clancey
 (March 8, 2022)

Request that the Administration provide quarterly reports regarding building maintenance to include timeframes on when work will begin and be concluded.

Facilities Director, Richard Ikonen, and Assistant Director of Facilities, Ryan Hacker, presented updates that took place over the summer break on building maintenance and facilities across the district. Mr. Ikonen highlighted that there have been several applicants currently in the onboarding process for custodial positions. He gave updates and timelines on the implementation of a new Computerized Maintenance Management System (CMMS), environmental health and safety updates, District Capital Projects and future plans for 2024.

Vice Chair Kamara asked for more information about pest control at the Chandler Magnet School. Mr. Ikonen responded that regular meetings are taking place with the pest control vendor to create a better plan to address this issue. He added that the vendor recommended placing additional traps outside as well as the places students cannot access inside the building. He stated that this was a concern across the district that his department is working on addressing and he will continue to give updates. Member Kamara then asked for an update on the traffic plan for the Roosevelt School. Mr. Hacker responded that they are working with Mount Vernon Group Architects to develop more cost effective solutions for the district. He added that they are also working with the Department of Transportation and Mobility to look at potential solutions that can increase pedestrian and vehicular safety. Member Kamara asked for more information about the roof leak at Elm Park Street School. Mr. Ikonen responded that, because of the design of the roof at Elm Park Street School, it is highly susceptible to damage. Deputy Superintendent, Brian Allen, added that there is a proposed plan to replace that roof in the year 2026. Member Kamara asked if there were

any health impacts on students at the Francis J McGrath Elementary School due to mercury in the gymnasium flooring. Mr. Ikonen responded that there is no health risk to students or staff because the mercury is encapsulated under a topcoat and there is no damage to that layer of the flooring. Member Kamara asked if the additional wellness spaces were a result of the Health and Wellness plan from the district. Mr. Allen responded that the spaces mentioned in this report are for students on the autism spectrum to have an isolation space if they need it.

Member Mailman asked for more information on staffing within the Facilities Department. Mr. Allen responded that they were looking to hire more in licensed trades, building security, HVAC, Plumbing, Electrical and Locksmiths. Mr. Ikonen responded that there are currently 10 positions filled and they are trying to fill up to 20 vacancies. Member Mailman asked what the specific role of Claude Phillip is. Mr. Allen responded that he is the Assistant Environmental Coordinator. Member Mailman asked if a conversation took place with property owners across the street from the Roosevelt School to use that space as a staging area. Mr. Allen responded that they are working with the City Manager to contact those property owners as well as trying to find other solutions for the traffic issues with that school. Mr. Hacker added that there are other potential, unintended, consequences to having a staging area across the street which is why that idea hasn't been fully pursued. He stated that one of the biggest problems around the traffic at that school comes from parents not being able to pass when buses are being loaded. Mr. Allen stated that this has been a long and ongoing conversation because they are attempting to find a solution that will not create other unintended problems. Member Mailman then asked what parents could do to help with fundraising for things like pest control and air conditioners. Mr. Allen responded that there are very strict guidelines when it comes to pest control so something like that would need to be processed through the Integrated Pest Management System. As for the air conditioners, the electrical load of the building needs to be considered, so the district is working on installing air conditioners in the schools that can accommodate that additional electrical load.

Chairperson O'Connell Novick asked if all of the water bottle fillers have been installed and if there is a timeline for testing them. Mr. Ikonen responded that they have not all been installed yet but they are working with the vendor to get them installed by October. Then after the installation, they will all be tested at the same time. Chairperson O'Connell Novick then asked for more information about the retro commissioning that may be required, especially on HVAC systems, at South High School. Mr. Ikonen responded that recommissioning and rebalancing of that system is required to ensure it is functioning properly. She asked if there was any consideration in regards to the human behavior side of traffic issues that are seen throughout the district. Mr. Hacker responded that it has been a part of the conversation with the Department of Transportation and Mobility. He added that the Facilities Department has applied for a Signs and Lines Grant for Grafton Street School through the Safe Routes to School Program.

Chairperson O'Connell Novcik made a motion to hold this item.
On a roll call of 3-0, the item was held.

gb 3-159.1 Mailman
(June 5, 2023)

To create a finance and operations focus on building repairs and maintenance for the coming year similar to our focus this year on transportation.

Mr. Allen stated that the Administration is recommending some targeted school facilities tours to help show the School Committee members the modernization of school facilities as

it relates to the Superintendents Strategic Plan Goals. Mr. Allen stated that it is important for the School Committee to see what ADA accessibility updates the district is making in order to understand what those schools can now do to accommodate students, to see how overcrowding is affecting students and staff as well as seeing why the Administration is recommending allocating resources to certain areas.

Member Mailman asked if there was any consideration for making a dashboard for parents and community members to see what projects are coming to their schools. Mr. Allen responded that dashboard style of report is what the Facilities Department is currently working on and planning to use for their next report to the Committee. He added that a goal of this new format will be to show the progress of these projects. Member Mailman asked if there was any work being done with the WRTA to potentially address some of the traffic issues that have been discussed. Mr. Allen responded that they have not been in contact with the WRTA this year but, the Administration could reach out to see how they could respond and/or promote the fact that their bus service is also an option for transportation.

Chairperson O'Connell Novick made a motion to hold this item and adjourn the meeting. *On a roll call of 3-0, the item was held and the meeting was adjourned at 7:28 p.m.*

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

The Standing Committee on Governance and Employee Issues met on October 3, 2023 in Room 410, Durkin Administration Building. The meeting was called to order at 4:47 p.m. by Chairperson Clancey. There were present: Member Johnson and Chairperson Clancey. Member McCullough attended virtually, and subsequently arrived at 4:51 p.m. There were also present Superintendent Dr. Monarrez, Deputy Superintendent Allen, Assistant Superintendent Dr. Morse, Chief Academic Support Officer Azarloza and Chief People Officer Dr. Kue.

The Chairperson stated that the following item will be taken up in Executive Session after the Regular Agenda items are considered.

gb 3-185.4 O'Connell Novick

(July 12, 2023)

To consider the reorganization of the support staff assigned to the School Committee, to include the establishment of a full-time Clerk of the School Committee whose sole responsibilities shall involve work directly related to the operation of the School Committee and the conduct of its business.

On a roll call of 3-0, the item was held.

gb-2-119.1 O'Connell Novick

(March 31, 2022)

To consider a one-year alteration to the district policy limiting excused absences to 7 days, in light of the quarantine requirements during the COVID-19 pandemic.

The Chairperson recognized Dr. Morse who recommended lifting the current policy restrictions because the current policy exists concerning all excused absences.

Chairperson Clancey made a motion to file this item.

On a roll call of 3-0, the item was filed.

gb 2-294.1 Clancy

(November 4, 2022)

To review current policy regarding service and animals in school and make any necessary changes.

Chief Academic Support Officer Azarloza referred to a rough draft amendment to the current policy that will be ready for submittal to the Committee at a future date.

Member Johnson questioned the elimination of a phrase regarding animals being a threat to others and asked for clarification why it would be eliminated. Ms. Azarloza responded that phase was omitted to align the policy with ADA compliance.

Member McCullough clarified that the Teaching and Learning team is being asked for input, not the Teaching, Learning and Student Supports Standing Committee.

Chairperson Clancey requested that accredited training be added as a part of the recommended policy change.

Chairperson Clancey made a motion to hold this item.
On a roll call of 3-0, the item was held.

gb 3-69.1 McCullough
 (February 7, 2023)

To review and/or generate policies regarding the public use of school playgrounds, adjoining playgrounds, and parks during school days/recess times.

Mr. Allen reported that the 2015 agreement between the City of Worcester and the Worcester Public Schools is being reviewed with the city representatives and a recommended new document will be submitted so that all facilities are covered.

Chairperson Clancey made a motion to hold this item.
On a roll call of 3-0, the item was held.

gb 3-100.1 O'Connell Novick
 (March 29, 2023)

To suspend the voluntary school uniform policy unless and until language is added providing an exit.

Dr. Morse reported that research is being done considering what schools are needing for an amended policy. She added that it may be a good idea to revisit this policy every two to three years to ensure the district is keeping up with the needs of the school community.

Member McCullough requested to know if there are any schools interested in opting out. Dr. Morse responded that none are interested, to the best of her knowledge, but that the administration is just preparing for such a request in the form of this amendment to the current policy. Member Johnson requested to know exactly how many schools have opted for uniforms. Dr. Morse said she would confirm that exact number for the committee members.

Chairperson Clancey made a motion to approve the amended policy.
On a roll call of 3-0, the motion was approved.

gb 3-164.1 O'Connell Novick
 (June 7, 2023)

To revise district policy KHB regarding advertising.

Mr. Allen spoke about a revised policy concerning electric signs. Chairperson Clancey referenced point #4 revision to the 2000 policy and that it is ok to retain as is.

The Chairperson made a motion to approve the amended policy.
On a roll call of 3-0, the motion was approved.

ROS 3-1.4 Administration
 (January 5, 2023)

FROM HERE, ANYWHERE... TOGETHER: The Path to a Refined Strategic Plan
 To Approve the Superintendent's Strategic Plan/Goals.

Mr. Allen updated the Committee concerning the September 7 meetings and those held last week with district leadership.

The Chairperson asked him to review just the highlights and priorities brought forward during the sessions.

Mr. Allen touched on those referring to the charts provided in the Administration's submittal. He stated that a total of 24 community members and 42 staff members participated. Member McCullough stated that she appreciates how the Plan and the Goals of the Superintendent are aligned, using community and staff feedback. Member Johnson echoed Member McCullough's comments highlighting that the format is understandable as to where we are intending to go as a district. The Chairperson reiterated support for the previous comments and appreciates the aims of the sessions are lining up with the Goals too in getting to the end result.

The Chairperson questioned whether Hanover is done. Mr. Allen pointed to the additional meeting on October 30 to put the final touches on the draft report for submittal to the committee.

On a roll call of 3-0, the item was held.

GENERAL BUSINESS ITEM TAKEN IN EXECUTIVE SESSION

To consider or interview applicants for employment or appointment by a preliminary screening committee if the chair so declares that an open meeting will have a detrimental effect in obtaining qualified applicants – Review of Applicants – Clerk of the School Committee.

The Chairperson made a motion to recess to Executive Session.

On a roll call of 3-0, the motion was approved.

The Committee returned to Regular Session at 6:31 p.m. for the sole purpose of adjourning.

O. General Business
Clancey
(August 23, 2023)

ITEM: gb 3-205.1
S.C. MEETING: 10-19-23

ITEM:

To get a report on the new pilot program of Parent Square. This report to include the plan/costs/terms associated with entering into this contract.

PRIOR ACTION:

9-7-23: Member Clancey expressed concerns about entering into a contract with this company without being given much information ahead of time. Mayor Petty made a motion to send the item to the Administration. *On a voice vote, the item was sent to the Administration.*

BACKUP:

Annex A (2 pages) contains the report on the new pilot program of Parent Square.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Approve and file.



WORCESTER PUBLIC SCHOOLS

Office of Communications Dan O'Brien Chief Communications Officer	P 508-799-3115 F 508-799-3119 E communications@worcesterschools.net	Dr. John E. Durkin Administration Building 20 Irving Street Worcester, MA 01609-2493
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Date: August 23, 2023
Item Number: GB 3-205
Item: To get a report on the new pilot program of ParentSquare. This report to include the plan/cost/terms associated with entering into this contract
Recommendation: Approve and file
Response:

Overview

Following an RFP process, the Worcester Public Schools entered into a three-year contract with ParentSquare on August 22, 2023. ParentSquare is a unified school-home engagement and communications platform that serves more than 15,000 schools nationwide. Massachusetts districts that use ParentSquare include Braintree, Cambridge, Chelsea, Fall River, Northborough/Southborough, Norton, Salem, Scituate, Shrewsbury, Uxbridge, Westborough, Winchester, and others.

ParentSquare has surpassed other school communications platforms because of its all-in-one approach and ease of use for parents/caregivers who speak any language.

ParentSquare will ultimately replace two current WPS communications platforms, Blackboard and Remind, at the end of 2023-24, resulting in a cost savings. Additionally, schools will no longer need to pay for additional platforms out of school budgets, such as Smore, Constant Contact, Class Dojo, etc. A major goal is to reduce the number of apps for parents and caregivers, especially those with students in multiple schools.

There is a long list of services provided by ParentSquare, including standard features we are already familiar with through Blackboard or Remind, such as robocalls, emails and text messaging. ParentSquare additionally provides classroom communications between teachers and caregivers, polls and surveys, newsletters, personalized auto notices, secure documents, forms and permission slips, volunteer sign-ups, community groups, and more.

Plan

The Superintendent's Cabinet opted to use the entire 2023-24 school year to pilot ParentSquare with schools that opt-in to use the platform early. All schools will be required to switch to the platform next year. Thirteen

school principals have requested to pilot ParentSquare. Wawecus Road Elementary School, the home of our Spark Academy, will be the first.

The Cabinet opted for a year-long soft-launch/pilot, rather than a “hard launch” date, for the following reasons:

- We want to begin using ParentSquare while our other district platforms (Blackboard and Remind) are still available in case there are any technical issues that need to be resolved. It is not uncommon for data integration issues to occur with the implementation of any new technology platform.
- We want to give district and school staff plenty of time to understand and learn how to use ParentSquare before it becomes a requirement.
- We want to empower school principals and staff who are eager to become early adopters of ParentSquare to begin using it first. They can then become ambassadors to help other principals and staff to use the platform. We will also provide robust training lessons and materials for staff.

Cost

Because WPS will use ParentSquare to replace both Blackboard and Remind at the start of the 2024-25 school year, it will result in a savings of \$4,482 annually in the district budget in Year 2 (2024-25) and Year 3 (2025-26). Additionally, there will be savings on school budgets because schools will no longer purchase subscriptions for apps such as Smore, Class Dojo, or Constant Contact.

<p>Current Platforms: Remind: \$53,750 annually Blackboard: \$48,000 annually =\$101,750 total annually</p>	<p>ParentSquare: \$109,272 for Year 1 (2023-24) \$97,272 for Year 2 (2023-24) \$97,272 for Year 3 (2023-24)</p>
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O. General Business
Mayor Petty
(October 6, 2023)

ITEM: gb 3-234
S.C. MEETING: 10-19-23

ITEM:

Request the rules of the school committee be amended to allow an item to be placed on the agenda of a school committee meeting after the Wednesday deadline and before the 48 hour open meeting law posting time with the consent of the mayor.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to Governance and Employee Issues

RECOMMENDATION OF THE ADMINISTRATION:

O. General Business
Clerk
(October 10, 2023)

ITEM: gb 3-235
S.C. MEETING: 10-19-23

ITEM:

To consider approval of the proposed schedule of School Committee meeting dates for the calendar year 2024.

PRIOR ACTION:

BACKUP:

Annex A (1 page) contains the proposed meeting schedule for calendar year 2024.

RECOMMENDATION OF MAKER:

Approve.

RECOMMENDATION OF THE ADMINISTRATION:

SCHOOL COMMITTEE SCHEDULE

CALENDAR YEAR 2024



	Meeting	Date	Executive Session	Regular Session	Location
January	School Committee	1/4/24	5:30 pm	6:00 pm	Esther Howland South Chamber, City Hall
	School Committee	1/18/24	5:30 pm	6:00 pm	Esther Howland South Chamber, City Hall
February	School Committee	2/1/24	5:30 pm	6:00 pm	Esther Howland South Chamber, City Hall
	School Committee	2/15/24	5:30 pm	6:00 pm	Esther Howland South Chamber, City Hall
March	School Committee	3/7/24	5:30 pm	6:00 pm	Esther Howland South Chamber, City Hall
	School Committee	3/21/24	5:30 pm	6:00 pm	Esther Howland South Chamber, City Hall
April	School Committee	4/4/24	5:30 pm	6:00 pm	Esther Howland South Chamber, City Hall
	School Committee	4/25/24	5:30 pm	6:00 pm	Esther Howland South Chamber, City Hall
May	School Committee	5/2/24	5:30 pm	6:00 pm	Esther Howland South Chamber, City Hall
	School Committee	5/16/24	5:30 pm	6:00 pm	Esther Howland South Chamber, City Hall
June	School Committee	6/6/24	4:00 pm	4:30 pm	Esther Howland South Chamber, City Hall
	School Committee	6/20/24	4:00 pm	4:30 pm	Esther Howland South Chamber, City Hall
July	School Committee	7/18/24	4:00 pm	4:30 pm	Esther Howland South Chamber, City Hall
August	School Committee	8/15/24	4:00 pm	4:30 pm	Esther Howland South Chamber, City Hall
September	School Committee	9/5/24	5:30 pm	6:00 pm	Esther Howland South Chamber, City Hall
	School Committee	9/19/24	5:30 pm	6:00 pm	Esther Howland South Chamber, City Hall
October	School Committee	10/10/24	5:30 pm	6:00 pm	Esther Howland South Chamber, City Hall
	School Committee	10/24/24	5:30 pm	6:00 pm	Esther Howland South Chamber, City Hall
November	School Committee	11/7/24	5:30 pm	6:00 pm	Esther Howland South Chamber, City Hall
	School Committee	11/21/24	5:30 pm	6:00 pm	Esther Howland South Chamber, City Hall
December	School Committee	12/5/24	5:30 pm	6:00 pm	Esther Howland South Chamber, City Hall
	School Committee	12/19/24	5:30 pm	6:00 pm	Esther Howland South Chamber, City Hall

*Dates adjusted due to holidays/school vacation days

O. General Business
Johnson
(October 11, 2023)

ITEM: gb 3-236
S.C. MEETING: 10-19-23

ITEM:

To look at the current rules of the Worcester School Committee and update in preparation for the new School committee starting in January 2024.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to Governance and Employee Issues

RECOMMENDATION OF THE ADMINISTRATION:

- O. General Business
Administration
(October 11, 2023)

ITEM: gb 3-237
S.C. MEETING: 10-19-23

ITEM:

To consider dedicating the auditorium at the Durkin Administration Building in honor of Dr. Helen Friel who dedicated her professional life to the Worcester Public Schools.

PRIOR ACTION:

BACKUP:

Annex A (1 page) contains background information about Dr. Helen Friel.

RECOMMENDATION OF MAKER:

Hold for a period of public comment.

RECOMMENDATION OF THE ADMINISTRATION:



Helen Friel
Foreign Language

Born and raised in Worcester, MA Helen A. Friel graduated from North High School in 1961. From there, Dr. Friel attended Emmanuel College graduating in 1965 with a major in French and minors in Spanish and Education. In 1966 Dr. Friel received a Master's of Arts Degree in French from Emmanuel College and Sorbonne University in Paris, France.

In September of 1966 Dr. Friel began her career with the Worcester Public Schools which would go on to span nearly 57 years!

Dr. Friel was hired to teach Spanish and French to the students of Doherty Memorial High School. In 1981 she was promoted to Department Head of the Foreign Language Department and she completed her Master of Arts in Spanish from Assumption College that same year. Additionally, she received her Doctorate in Education from Clark University in 1982. In 1983 Helen was once again promoted at Doherty High, this time to Coordinator of Foreign Language.



In 1985 then-Superintendent Dr. John Durkin extended an offer to Dr. Friel to become the first female administrator in the Worcester Public Schools as the Administrative Assistant to the Superintendent & Clerk of the School Committee, a position she held until her retirement in July 2023.

Please consider dedicating the auditorium at the Durkin Administration Building in honor of this trailblazing educator who devoted her professional life to the Worcester Public Schools.

- O. General Business
Administration
(October 11, 2023)

ITEM: gb 3-238
S.C. MEETING: 10-19-23

ITEM:

Eleni Drosidis to request the School Committee confer a high school diploma on her father, George Drosidis, Doherty Memorial High School class of 1985.

PRIOR ACTION:

BACKUP:

Annex A (1 page) contains an email from Eleni Drosidis.

RECOMMENDATION OF MAKER:

Approve

RECOMMENDATION OF THE ADMINISTRATION:

Approve

Good evening,

I hope this email finds you well. My name is Eleni Drosidis and I'm a senior at Assumption, graduating in May. My father is George Drosidis, and he attended Doherty High way back but eventually took over our family's pizza store (Village House of Pizza) in 1984. His senior year he had to drop out about 1.5 months before graduation due to having to run the pizza place with his parents. After his teachers had beg him to finish up as he was almost done, he put his family first. Unfortunately, he never got to finish to get his diploma and it's always stuck with him. Growing up he always pushed my brother and I to work hard and finish school. I was recently inspired by this due to a resident I work with up at Eisenberg Assisted Living, whom had a similar story and his latest regret was not continuing his education. I believe this is very inspiring and emotional story in which many people can relate. With this being said, I was wondering if as a gift to him for helping me through all these years of school, if it would be possible to have an honorary diploma from Doherty High class of 1985 made for him. It would mean the absolute world for me to give this to him. I would not mind paying for it either, and I don't think i could put a price on how meaningful it would be for both of us. I hope this reaches you and hopefully can come true. I had emailed Mr. Staley (President of Doherty High) and he had asked his staff if it was possible prior to this email. Unfortunately, on their part it was not. I would not be able to sleep if I didn't try everything I could to make this happen for him and I was hoping on your end to see if there was any possibility to work this out for my father and I. If this does work out, I plan to create a writing piece for the Worcester Telegram & Gazette, looking to promote Worcester public education, inspire others, and share a happy story for the community itself. Thank you so much for your time.

Best wishes,

Eleni Drosidis
Assumption 24'