

WORCESTER PUBLIC SCHOOLS
OFFICE OF HUMAN RESOURCES
2011-2012 ANNUAL REPORT

EMPLOYMENT 2011-2012

The Worcester Public Schools is a progressive urban school district which employs nearly 4000 people, more than half of whom are teachers.

In fulfilling its pledge to the citizens of the City of Worcester, the Worcester Public Schools hires highly qualified and talented individuals each year to serve its more than 24,000 students.

*To see the complete
Worcester Public Schools
Table of Organization click here*

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EMPLOYEES WHO ARE REPRESENTED BY 16 COLLECTIVE BARGAINING GROUPS

<u>Name of CBU</u>	<u>Start Date</u>	<u>Expiration Date</u>	<u>Approx Membership</u>
Worcester Public Service Employees Local 176 (Custodians) of Laborer's International Union of North America AFL-CIO*	07/01/11	06/30/2013	150
Worcester Public Service Employees Local 176, Storekeepers (Unit B) of Laborer's International Union of North America AFL-CIO*	07/01/2010	06/30/2013	1
NAGE R1-16 Cafeteria Workers*	08/26/2010	08/25/2013	238
Truck Drivers Union, Local 170, Worcester Tradesmen Association*	01/01/2011	06/30/2013	20
NAGE R1-15 Plumbers and Steamfitters*	07/01/2011	06/30/2013	11
Worcester Public Service Employees Local 176, Computer Technicians (Unit D) of Laborer's International Union of North America AFL-CIO*	07/01/2010	06/30/2013	8
Worcester Public Service Employees Local 176, Educational Secretaries , of Laborer's International Union of North America AFL-CIO*	07/01/2011	06/30/2013	70
NAGE R1-156 Administrative Secretaries*	01/01/2009	12/31/2012	66.5
Educational Association of Worcester - Aides to Physically Handicapped*	01/01/2010	12/31/2013	35
Educational Association of Worcester - Bus Monitors*	01/01/2010	12/31/2013	35
Educational Association of Worcester - Teachers and Administrators Units A&B*	09/01/2010	08/31/2013	2,036
Educational Association of Worcester - Occupational and Physical Therapy Assistants *	07/01/2011	06/30/2013	18
Educational Association of Worcester - Instructional Assistants*	09/01/2010	08/31/2013	507
Educational Association of Worcester - Parent Liaisons*	09/01/2010	08/31/2013	8
Educational Association of Worcester - ESL Tutors	01/01/06	12/31/08	12
Worcester School Nurses*	07/01/2010	06/30/2013	44

**Does not include temporary replacements for those on leave*



Employee Counts by Gender and Ethnicity

Employee Category:	Administration	Ethnicity	Females	Males	Total Count	%
		Black	8	2	10	9.1%
		Hispanic	2	4	6	5.5%
		White	54	40	94	85.5%
		Category Counts:	64	46	110	2.9%
Employee Category:	Administrative Clerical	Ethnicity	Females	Males	Total Count	%
		Hispanic	9		9	12.9%
		White	60	1	61	87.1%
		Category Counts:	69	1	70	1.8%
Employee Category:	Bus Monitors	Ethnicity	Females	Males	Total Count	%
		Black	1		1	3.0%
		Hispanic	9	2	11	33.3%
		White	18	3	21	63.6%
		Category Counts:	28	5	33	0.9%
Employee Category:	Cafeteria	Ethnicity	Females	Males	Total Count	%
		American Indian	2	1	3	1.0%
		Asian	8	6	14	4.6%
		Black	37	13	50	16.4%
		Hispanic	43	12	55	18.1%
		Other	4		4	1.3%
		White	164	14	178	58.6%
		Category Counts:	258	46	304	8.0%
Employee Category:	Crossing Guards	Ethnicity	Females	Males	Total Count	%
		Black	6		6	4.5%
		Hispanic	13	3	16	11.9%
		Other	2		2	1.5%
		White	95	15	110	82.1%
		Category Counts:	116	18	134	3.5%



Employee Counts by Gender and Ethnicity

Employee Category:		Ethnicity	Females	Males	Total Count	%
Custodial		American Indian		1	1	0.7%
		Black		4	4	2.8%
		Hispanic		11	11	7.7%
		Other		2	2	1.4%
		White	1	124	125	87.4%
		Category Counts:		1	142	143
Drivers		American Indian		1	1	2.8%
		Black		5	5	13.9%
		Hispanic	1	7	8	22.2%
		Other		2	2	5.6%
		White	13	7	20	55.6%
		Category Counts:		14	22	36
Elementary Clerical		Black	4		4	5.3%
		Hispanic	6		6	8.0%
		White	65		65	86.7%
		Category Counts:		75	75	2.0%
Information Systems		White	3	12	15	100.0%
		Category Counts:		3	12	15
Instructional Assistants		American Indian	1		1	0.2%
		Asian	7		7	1.3%
		Black	10	8	18	3.5%
		Hispanic	72	6	78	15.0%
		Other	3	1	4	0.8%
		White	384	29	413	79.3%
		Category Counts:		477	44	521



Employee Counts by Gender and Ethnicity

Employee Category:	Internship	Ethnicity	Females	Males	Total Count	%
		White	1	4	5	100.0%
		Category Counts:	1	4	5	0.1%
Employee Category:	Miscellaneous	Ethnicity	Females	Males	Total Count	%
		American Indian	1		1	0.6%
		Asian	5	3	8	4.6%
		Black	1	2	3	1.7%
		Hispanic	2	1	3	1.7%
		Other		1	1	0.6%
		White	138	19	157	90.8%
		Category Counts:	147	26	173	4.5%
Employee Category:	Nurses	Ethnicity	Females	Males	Total Count	%
		American Indian	1		1	1.6%
		Asian	1		1	1.6%
		Black	8		8	12.9%
		White	52		52	83.9%
		Category Counts:	62		62	1.6%
Employee Category:	School Shop	Ethnicity	Females	Males	Total Count	%
		Black		1	1	3.4%
		Hispanic		2	2	6.9%
		White		26	26	89.7%
		Category Counts:		29	29	0.8%
Employee Category:	Substitutes	Ethnicity	Females	Males	Total Count	%
		White	1	2	3	100.0%
		Category Counts:	1	2	3	0.1%



Employee Counts by Gender and Ethnicity

Employee Category: Teacher

Ethnicity	Females	Males	Total Count	%
American Indian	5		5	0.2%
Asian	15	10	25	1.2%
Black	53	25	78	3.7%
Hispanic	91	38	129	6.1%
Other	8		8	0.4%
White	1430	428	1858	88.3%
Category Counts:	1602	501	2103	55.1%

Ethnicity	Females	Males	Total Count	%
American Indian	10	3	13	0.3%
Asian	36	19	55	1.4%
Black	128	60	188	4.9%
Hispanic	248	86	334	8.8%
Other	17	6	23	0.6%
White	2479	724	3203	83.9%

WPS Total Employees: 2918 898 3816

**DEMOGRAPHICS OF WORCESTER PUBLIC SCHOOLS
2,103 TEACHERS***

RANGE OF TEACHERS AGE

21-30 years of age:	220	10%
31-40 years of age:	460	22
41-50 years of age:	642	31
51-60 years of age:	605	29
Over 61 years of age:	176	8

RANGE OF DEGREES

Bachelors:	366	17%
Bachelors+15 credits:	187	9
Masters:	636	30
Masters+15 credits:	219	10
Masters+30 credits:	400	20
Certificate of Advanced Graduate Studies/2 Masters:	192	9
Military personnel:	5	.2
Doctorate:	44	2
Vocational Level 1	0	0
Vocational Level 2	3	.1
Vocational Level 2A	10	.5
Vocational Level 3	7	.3
Vocational Level 4	21	1
Vocational Level 5	3	.1
Vocational Level 6	4	.2
Vocational Level 7	5	.2
Vocational Level 7D	1	.05

RANGE OF TEACHING EXPERIENCE

0-5 years:	590	28%
5-10 years:	414	20
11-15 years:	451	21
16-20 years:	297	14
21-25 years:	230	11
26-30 years:	30	2
Over 31 years:	91	4

**Information above as of October 1, 2011 and includes temporary replacements for those on leave.*

2011-2012 RECRUITMENT SCHEDULE

EVENT	DATE	PLACE
College of the Holy Cross	9/28/11	Hogan Center Worcester, MA
Nemnet Diversity Career Fair	2/4/12	Winsor School Boston, MA
UMass ALANA Job Fair	2/7/12	Student Union Ballroom UMass Amherst
Harvard Graduate School of Education: HGSE PreK-12 Career Expo	2/12	HGSE Gutman Conference Center Cambridge, MA
Colleges of Worcester Consortium	3/12	DCU Center Ballroom Worcester, MA
Education Collaborative/Massachusetts Association of School Personnel Administrators Administrative Networking	3/12	Kennedy Middle School Waltham, MA
NEAEE Gearing Up for the Educators Job Search	3/12	Doherty Memorial High School Worcester, MA
MERC Education Career Fair	4/12	Hynes Convention Center Boston, MA
NAFEO-National Conference on Blacks in Higher Education	4/12	Washington, DC
NEAEE Gearing Up for the Educators Job Search	4/12	Marsh Memorial Springfield College
Rice Education Career Fair	4/12	Crowne Plaza Hotel Warwick, RI
UMass Job Fair For K-12 School Professionals	4/12	Campus Center Auditorium UMass Amherst
National Urban League Conference	7/12	TBD
Hispanic Association of Colleges and Universities (HACU)	TBD	TBD

*To apply to the Worcester Public Schools,
please complete our application
at www.worcesterschools.org*

**THE FOLLOWING REPRESENTS THE NEW WORCESTER PUBLIC SCHOOL'S
EMPLOYEES FOR THE 2011-2012 SCHOOL YEAR**

NEW LEADERSHIP

Principal, Elm Park Community School

Paula Proctor

Principal, Wawecus Road School

Joanna Loftus

Principal, Sullivan Middle School

Jason DeFalco

Principal, Tatnuck Magnet School (effective December 7, 2011)

Erin McGuirk Dobson

Assistant Principal, South High Community School

Peter Sherman

Assistant Principal, Worcester Technical High School

Siobhan Petrella

Director of Career and Technical Education

Kyle Brenner

Director of Instructional Support Personnel

Mark Brophy

Staffing/Mentor Coordinator

Cheryl DeSignore

Wraparound Zone Project Manager

Robert Jennings

NEW STAFF HIRING REPORT

TEACHERS

124 teachers were contracted as follows:

Art	1	Physical Education	2
Elementary	44	Psychologists	4
English	7	School Adjustment Counselors	3
ESL	7	Science	7
Foreign Language	2	Social Studies	6
Mathematics	9	Special Education	21
Music	2	Vocational Education	4
Other	5		

Cultural Diversity

The strategic goal of the Worcester Public Schools for the 2011-2012 school year was to have minority hires represent 17% of new professional hires. We were able to achieve this goal as 22% of the new hires are minority (4 Asian, 5 Black, 15 Hispanic, 2 Native American, 1 Other).

The 27 individuals are teaching in the following areas:

Elementary	7	Other	1
English	1	Psychologists	2
English as a Second Language	2	School Adjustment Counselors	3
Foreign Language	1	Science	1
Mathematics	1	Special Education	4
		Wraparound Coordinators	4

The new teachers are graduates of the following Colleges and Universities:

COLLEGES AND UNIVERSITIES	BA	MA	CAGS/2M DOCTORATE
American International College		1	
Amherst College	2		
Anna Maria College	7	5	
Antioch College		1	
Assumption College	14	5	
Atlantic Union College	3		
Becker College	3		
Black Hills State University		1	

Boston College	2	1	1
Boston University	1		1
Bowdoin College	2		
Bridgewater State University	4	1	
California College San Diego		1	
Cambridge College		5	
Clark University	11	11	
Cuny Hunter College		1	
Dartmouth College	2		
Eastern Nazarene College		1	
Fitchburg State University		2	
Foreign Education Institute	4		
Framingham State University	5		
Franklin Pierce College	1		
Harvard University		2	1
Holy Cross College	3		
Keene State College	1		
Lesley University	2	5	
Liberty University	2		
Manhattan College	1		
Marymount College Fordham University	1		
Merrimack College	1		
Michigan State University	2		
Mount Holyoke College	2		
New School Architecture Design	2		
New York University	1	1	
Northeastern Illinois University	2		
Rensselaer Poly Institute	2		
Salem State College	1		
San Francisco State University		2	
Simmons College	4	6	
Smith College	1		

Springfield College of Massachusetts	2		
Trinity College of Connecticut	2		
Tufts University		1	
University of Cincinnati		1	
University of Connecticut	2		
University of Kansas		1	
University of Maryland College Park	2		
University of Massachusetts Amherst	13	7	2
University of Massachusetts Dartmouth	1		
University of New Hampshire Durham	1		
University of Phoenix		1	
University of Rhode Island	2		
University of Southern Maine	1		
University of Wisconsin Madison	2		
Villanova University	1		
Virginia Commonwealth University	1		
Western College	2		
Westfield State University	2		
Western New England College		2	
Wheelock College	3	2	
Worcester Polytechnic Institute		3	
Worcester State University	32	7	

District Support Staff

76 new support staff were hired in the following areas:

Budget Analyst	1	ESL Tutors	3
Bus Monitors	5	Instructional Assistants	55
Cafeteria Helper	1	Secretaries (administrative)	1
Certified Occupational Therapy Assistant	1	Secretaries (educational)	5
Custodial Supervisor	1	Testing Director	1
Data Analyst	1	Transportation Liaison	1

EAGLE HILL RESIDENTIAL TEACHER INDUCTION PROGRAM

Sixty-eight (68) 1st, 2nd and 3rd year teachers participated in a 5 day, residential new teacher induction program at the Eagle Hill School in Hardwick Massachusetts. This week-long professional development initiative is collaboration between the Worcester Public Schools, Eagle Hill School and Worcester State University in the realities and rewards of teaching. Topics include educational theory, teaching practices, and building a life in teaching. Participants establish lasting connections with fellow teachers and receive 3 graduate credits from Worcester State University at no charge.

MONDAY 8-8-11

Time	Session Name	Presenter(s)	Location
12:00-2:00pm	Registration		Harmsworth Hall
12:00- 3:00	Complete a Pre Survey Online **This is required**		Harmsworth Hall Greenwich 272
3:00-5:00pm	Team Building Trust Activities	Teambuilders, Eagle Hill	Lynyak Gymnasium
5:00-5:45pm	Reading / Preparation		
5:45-7:00pm	Welcome Dinner	Dr. PJ McDonald, Eagle Hill Dr. Melinda Boone, Worcester Public Schools	Chapman Dining Commons
7:15-8:30pm	Cultural Models for Teachers	Michael Riendeau, Eagle Hill	Abby Theatre

TUESDAY 8-9-11

Time	Session Name	Presenter(s)	Location
7:15am	Breakfast		Chapman Dining Commons
8:00-9:30am	Teacher Research and Scholarship	Eric Stone, Eagle Hill	Abby Theatre
9:45am-12:45pm	Team Building Adventure Course	Teambuilders, Eagle Hill	Lynyak Gymnasium
12:45-1:30pm	Lunch		Chapman Dining Commons
1:45-4:30pm	Team Building Adventure Course	Teambuilders, Eagle Hill	Lynyak Gymnasium
4:30-5:45pm	Reading/Preparation		
5:45-7:00pm	Dinner		Chapman Dining Commons
7:15-8:30pm	Disability, Difference, and Diversity: The Politics of Learning	Michael Riendeau , Eagle Hill	Abby Theatre
8:30-11:00pm	Team Building Roundtable/ Writing a Research Plan	Michael Riendeau Rebecca Foley Miller Eric Stone Eagle Hill	Abby Theatre

WEDNESDAY 8-10-11

Time	Session Name	Presenter(s)	Location
7:15am	Breakfast		Chapman Dining Commons
8:00-9:00am	Evaluating Student Writing	Sean Hunley, Eagle Hill	NBS 401

	Across the Curriculum (Rotate x5 Cohorts)		
9:15-10:15am	Grading Policies and Practices (Rotate x5 Cohorts)	Colleen Kelly, WPS	NBS 404
10:15-10:45am	Break		
10:45am-11:45pm	Writing a Research Plan (Rotate x5 Cohorts)	Eric Stone, Eagle Hill Kate Kelly, Eagle Hill	JBR 501
11:45-12:45pm	Lunch		Chapman Dining Commons
1:00-2:00pm	Students Are Not Made From Cookie-Cutters: Accommodations and Everyday Teaching (Rotate x5 Cohorts)	Jed Geary, Eagle Hill Rebecca Foley Miller, Eagle Hill	JBR 502
2:15-3:15pm	Educating English Language Learners (Rotate x5 Cohorts)	Gail Ball, Gayle Earley, WPS	JBR 504
3:30-4:45pm	Using District Data with School Focus	Dan Case, WPS	Abby Theatre
4:45-5:30 PM	Reading/Preparation		
5:30-6:15pm	Reception with WPS Administration		WHIKS Student Union
6:15-7:15pm	Dinner with WPS Administration		Chapman Dining Commons
7:15-9:00pm	Developing Procedures and Routines for the First Day of School	Mark Brophy , Julia Crowley Ann Marie Quinn, Eileen Dame, WPS	Abby Theatre
9:00-11:00pm	Discussion Groups: Writing a Research Plan	Michael Riendeau, Kate Kelly, Eric Stone, Rebecca Foley Miller Eagle Hill	Abby Theatre

THURSDAY 8-11-11

Time	Session Name	Presenter(s)	Location
7:15am	Breakfast		Chapman Dining Commons
8:15-9:15am	Meaning Matters: How Students Can Turn What They Read Into How They Think (Rotate x5 Cohorts)	Sara Kaplan, Michael Ben-Chaim, Michael Riendeau, Eagle Hill	NBS 401
9:30-10:30am	Principles of Effective Teaching and the WPS High Quality Teaching and Learning Framework	Lisa Dyer, Worcester Public Schools	Abby Theatre
	SPECIAL EDUCATION TEACHERS ONLY: Meet with Marco Rodrigues	Marco Rodrigues, Worcester Public Schools	Leigh Conference Center
10:30-11:00am	Break		
11:00am-12:00pm	Reading in the Content Areas (Rotate x5 Cohorts)	Phyllis Goldstein, Worcester Public Schools	JBR 502
12:00-1:00pm	Lunch		Chapman Dining Commons

1:15-2:15pm	Using Skill Based Objectives in Content Area Planning (Rotate x5 Cohorts)	Tom Gaskill, Eagle Hill	NBS 404
2:30-3:30pm	Integrating the Arts (Rotate x5 Cohorts)	Pat Bock, Eagle Hill	Art Room
3:45-4:45pm	Special Education (Rotate x5 Cohorts)	Marco Rodrigues, Midge Wetzel, Kathy Desmaris Worcester Public Schools	JBR 504
5:00-5:45pm	Reading/Preparation		
5:45-7:00pm	Dinner		Chapman Dining Commons
7:15-8:30pm	Classroom Management	Eric Stone, Eagle Hill	Abby Theatre
8:30-9:30	Components of Lesson Planning/ Frameworks	Dan Case Worcester Public Schools	Abby Theatre

FRIDAY 8-12-11

Time	Session Name	Presenter(s)	Location
7:15am	Breakfast		Chapman Dining Commons
8:00-9:15am	Writing to Learn in the Content Areas	Sean Hunley, Eagle Hill	Abby Theatre
9:15-10:15	Understanding the Licensing Process Q&A with WPS	Mark Brophy Cheryl DeSignore Worcester Public Schools	Abby Theatre
10:30-11:30	<u>CHOOSE 1</u> of the following Differentiated Instruction: Muti-Modal Instructional Practices or Restorative Justice or Utilizing Multiple Intelligence in the classroom	Dottie Bachtold Ashley Stolgitis, Becky Miller, Eagle Hill	Leigh Conference NBS 404 NBS 402
11:30-12:15	Complete a POST Survey ***you must complete this survey to earn graduate credit for the week***		Greenwich 272
12:15-1:00pm	Wrap Up and Follow Up: Joining the EHS Institute Community	Teambuilders, Eagle Hill	Abby Theatre
1:00pm	Lunch / Pack		Chapman Dining Commons

NEW TEACHER ORIENTATION PROGRAM

Ninety-nine (99) teachers participated in 3 six hour days of professional development designed to familiarize them with District policies, procedures and curricula.

Tuesday, August 23

7:30 am	<i>Coffee and Registratoin</i>
8:00 am	<i>Welcome</i> - Mayor Joseph C. O'Brien
8:10 am	<i>Greetings</i> - Dr. Melinda J. Boone, Superintendent
8:20 am	<i>Human Resources: Personnel Procedures and Worcester Public Schools Rules, Regulations and Philosophies</i> , Mark Brophy, Director of Instructional Support Personnel
9:20 am	<i>Benefits/Mentoring</i> - Mark Brophy, Director of Instructional Support Personnel Cheryl DelSignore, Staffing/Mentor Coordinator
9:35 am	<i>Educational Association of Worcester</i> - Leonard Zalauskas, President
9:45 am	<i>Break</i>
10:00 am	<i>Employee Assistance Provider</i> - Deer Oaks
11:00 am	<i>First Days of School/Cultural Competency</i> - Mark Brophy, Director of Instructional Support Personnel/Cheryl DelSignore, Staffing/Mentor Coordinator
12:00	<i>Lunch</i>
12:30 pm	<i>Focus Instructional Coaching</i> - Donna Mastrovito, FIC
1:15 pm	<i>Greetings</i> - John Monfredo, School Committee
1:30 pm	<i>Health Insurance Sign-Up</i>

Wednesday, August 24

7:30 am	<i>Coffee and Registration</i>
8:00 am	<i>Welcome</i> - Dr. Jeffrey Mulqueen, Chief Academic Officer
8:15 am	<i>Looking at Grading Policies</i> - Colleen Kelly, Social Studies Liaison
	<i>Literacy in the Content Areas</i> - Phyllis Goldstein, ELA Liaison
	<i>Differentiated Instruction</i> - Kathy Berube, Science Liaison
10:15 am	<i>Break</i>
10:30 am	<i>Overview of District Testing Program</i> - David Perda, Chief Research and Accountability Officer/Maureen Kavanaugh, Testing and Evaluation Specialist
11:30 am	<i>Introduction to New State Frameworks/Common Core</i> - Lisa Dyer, Manager of Staff Development - Tammy Boyle, Curriculum Redesign Project
12:30 pm	<i>Lunch</i>
1:00 pm	<i>Individual Professional Development Plans</i> - Lisa Dyer, Manager of Staff Development
1:30 pm	<i>The Power of One</i> - Dr. Dolores M. Gribouski, Quadrant Manager

Thursday, August 25

7:30 am	<i>Coffee and Registration</i>
8:00 am	<i>Principals of Effective Teaching and High Quality Teaching/Learning Framework</i> Lisa Dyer, Manager of Staff Development
9:45 am	<i>Break</i>
10:00 am	<i>Core/Supplemental/Intensive</i> - Dr. Sergio Paez, Manager of ELL and Supplemental Services/Dr. Marco Rodrigues, Manager of Special Education
12:15 pm	<i>Lunch</i>
12:45 pm	<i>Bringing It All Together: 2011/2012</i> - Mary Meade-Montaque, Quadrant Manager

INDUCTION AND MENTORING PROGRAM

In 2011, the Worcester Public Schools Induction and Mentoring Program enabled ninety (90) new teachers to become effective members of our school community by providing multi-levels of support, advice and education. The induction and mentoring program provides the foundation for each new teacher to be self sufficient, confident and ready for effective experiences in education. Every first year teacher in the Worcester Public Schools is mentored by a veteran teacher, who received professional development relating to mentoring. Mentors may assist up to 3 first year teachers per year.

SUPERVISION AND EVALUATIONS

All employees are evaluated annually, notwithstanding teachers with professional status who are evaluated every other year. The purpose of the evaluation system is to memorialize the supervision and support given in order to assure that all employees meet District performance standards.

WAIVERS AND LICENSES

In 2011, almost 99% of Worcester Public Schools teachers are highly qualified. The remaining 21 teachers were granted waivers and possess a minimum of a bachelor's degree with a concentration of course work in the subject matter they teach. Additionally, the Worcester Public Schools monitored and assisted 19 teachers who possess preliminary licensure and 55 teachers who possess initial licensure in their efforts to move to the next level of licensure. The District hired four pediatric nurses who were granted waivers to afford them the opportunity to complete the process to become licensed as school nurses.

AESOP ATTENDANCE SYSTEM

All Employees now use an automated attendance reporting system, AESOP, to record absences. Each day an employee is out of school/work, he/she must enter this absence into their account. Additionally, when an employee requests a day off, such as a personal, bereavement or vacation day (where applicable), the employee must do so in advance by entering the request into AESOP. The employee will receive a confirmation number, which does not indicate approval of the request, but registers it; such requests must still be approved by the employee's principal or supervisor.

AESOP SUBSTITUTE PLACEMENT SYSTEM

In 2011, 631 active day by day substitutes shop the AESOP system for daily openings. This new automated service that notifies day to day substitutes when services are needed in the District. Substitutes have the option to utilize the phone or the internet to locate assignments. Substitutes interact with the system either on the internet at <http://www.aesoponline.com> or by way of a toll free, automated voice instruction menu system at 1-800-942-3767.

SCHOOL SPRING JOB APPLICATION SYSTEM

School Spring is an on-line job application system that allows us to continuously post anticipated openings. Subscribers (prospective employees) are able to view jobs in education from all over the country. They apply on-line for our positions and we are able to view applications as openings occur. The system also allows us to schedule interviews on-line. School Spring is a direct link from the Worcester Public Schools website.

DISTRICT-BASED INITIAL LICENSURE PROGRAM

An accelerated one year teacher preparation program that provides a unique opportunity for recent college graduates and mid-career professionals to secure teacher licensures in grades 5-8 and 8-12 in Biology, Chemistry, Earth Science, English, General Science, Mathematics, Physics, and Middle School Math/Science. Ten (10) graduate credits, from Worcester State University are awarded for successful completion of the program. Applications are accepted each April. There are 7 teachers enrolled in the 11-12 program (3 mathematics, 2 science and 2 English).

CRIMINAL OFFENDER RECORDS INFORMATION (CORI) CHECKS

To begin the 2011-2012 (10/1/10 through 10/1/11), CORI checks were processed for 6,473 people to be employed and/or participate in school activities. In order to protect the welfare of our students, and in accordance with the M.G.L. c.71 §.38R, all candidates for, and current occupants of, positions which have the potential for direct and unmonitored contact with WPS students, including, but not limited to teachers, teachers aides, school nurses, counselors, coaches or other extracurricular staff or supervisors, food service employees, custodians and transportation providers. This also includes volunteers, interns, student teachers or other persons regularly offering support to any school program or facility, whether paid or unpaid. CORI checks are repeated every three (3) years.

The Worcester Public Schools maintains a current data base of all applicants who have been approved or whose approval is pending which can be accessed by each public school. An individual will be contacted *only* if there appears to be a problem with CORI approval. All information is held in strictest confidence by the Human Resource Manager.

TEACHER TRANSFERS

In 2011, 184 teachers transferred positions.

ELEMENTARY		
	POSITION	
BELMONT STR		
	Primary	1
CHANDLER ELEM		
	Primary	1
	Intermediate	3
CHANDLER MAG		
	Moderate Special Needs	6
	School Adjustment Counselor	1
	Kindergarten-Bilingual	1
	Primary – Bilingual	1
	Intermediate – Bilingual	1
	Special Education –Bilingual	1
	ESL	1
CITY VIEW		
	Primary	2
	Intermediate	2
CLARK STREET		
	Kindergarten	1
	Primary	2
	Intermediate	1
COLUMBUS PARK		
	STEP	1
	SAIL Inclusion Preschool	1
	SAIL Preschool	1
ELM PARK		
	Kindergarten	2
	STEP	2
FLAGG STREET		
	Primary	2
GATES LANE		
	Interdepartmental Math	1
GRAFTON STREET		
	Kindergarten	1
	Inclusion	1
JACOB HIATT		
	Preschool	1
	Intermediate	2
LAKE VIEW		
	Intermediate	1
LINCOLN STREET		
	Preschool	1

	Primary	1
MAY STREET		
	Kindergarten	1
MCGRATH		
	Preschool	1
	Primary	1
	Intermediate	1
NELSON PLACE		
	Kindergarten	1
	Primary	1
	Intermediate	1
	Resource Room	1
	SAIL	1
NORRBACK		
	Preschool	1
	Primary	1
QUINSIGAMOND		
	Kindergarten	1
	Primary	3
	Intermediate	2
ROOSEVELT		
	Primary	1
	Life Skills	1
UNION HILL		
	Primary	1
	Intermediate	2
VERNON HILL		
	Primary	1
WAWECUS ROAD		
	Transitional Life Skills	1
WEST TATNUCK		
	Intermediate	1
WORC ARTS MAGNET		
	Preschool	1
	Kindergarten	1
	Intermediate	2
SYSTEMWIDE		
	Music	1
	Physical Education	2
	School Adjustment Counselor	2
	School Psychologist	5
	Learning Disabilities	5
	Speech	2
	Vision	1
	ESL	13

SECONDARY		
	POSITION	
BURNCOAT HIGH		
	COAST	1
BURNCOAT MID		
	Reading/AVID	1
	Resource Room	
	COAST	1
CLAREMONT		
	English	1
	Mathematics	1
	Music	1
	Science	1
	Social Studies	2
	Resource Room	1
	STEP	1
DOHERTY		
	Health	1
	Marthematics	1
	Spanish/AP	1
	Spanish/French	1
FOREST GROVE		
	English	2
	Science	1
	Life Skills	1
	STEP	1
NORTH		
	English	2
	Engineering Tech	1
	Mathematics	1
	Social Studies	1
	Resource Room	1
SOUTH		
	Chemistry AP	1
	Life Skills	1
	Life Skills- Severe	1
	STEP	1
SULLIVAN		
	English	2
	Health	1
	Library	1
	Numeracy	1
	Reading	1
	Resource Room Bilingual	1
WORCESTER EAST		
	English	1

	Health	1
	Numeracy	1
WORCESTER TECH		
	English	2
	Physical Education/Health	2
	Social Studies	3
	Resource Room	1

ALTERNATIVE	SCHOOLS	
CREAMER CENTER	POSITION	
	Business	2
	English	4
	Mathematics	4
	School Adjustment Counselor	1
	Science	2
	Social Studies	4
	Special Education	1
	Systemwide Alternative Guidance	1

ALTERNATIVE AT ST. CASIMIRS	POSITION	
	Mod Special Needs	8
	Industrial Arts	2
	Mathematics	2
	School Adjustment Counselor	3

JUVENILE RESOURCE CENTER	POSITION	
	Special Education Math/Science	1
	Special Education English/Social Studies	1

CHALLENGE AND REACH ACADEMIES	POSITION	
	English/Social Studies	3
	Mathematics/Science	3
	School Adjustment Counselor	2

SUPPORT STAFF TRANSFERS

In 2011, 98 support staff transferred positions.

GROUP	LOCATION	
ADMINISTRATIVE SECRETARIES		
	Human Resources	.5
	Payroll	1
	Special Education	1
	Worcester Technical High School	1
EDUCATIONAL SECRETARIES		
	Chandler Elementary	1
	Elm Park/Belmont St (Split)	1
	Forest Grove	1
	Heard St.	1
	Sullivan Middle	1
	Sullivan Middle/Forest Grove (Split)	2
	Woodland Academy	2
SENIOR CUSTODIANS		
	Canterbury St	1
	Columbus Park	1
	Flagg St.	1
	Gates lane	1
	Heard St.	1
JUNIOR CUSTODIANS		
	Doherty	2
	Forest Grove	1
	Gates Lane	1
	Jacob Hiatt	1
	Norrback Ave	1
	Quinsigamond	1
	Quinsigamond/Canterbury (Split)	1
	South High	2
	South High/Sullivan Middle (Split)	1
	Sullivan Middle	1
	Vernon Hill	1
	Worcester East Middle	2
	Worcester Technical High	1
NURSES		
	Forest Grove	1
	Goddard	1
	Norrback Ave	1

	Sullivan Middle	1
	Tatnuck Magnet	1
	Vernon Hill	1
INSTRUCTIONAL ASSISTANTS		
SPECIAL EDUCATION		
	Chandler Magnet	2
	Chandler Magnet ACT	13
	Forest Grove	2
	Gerald Creamer Center	1
	Goddard Learning Center	14
	Hartwell Basics	7
	North High	2
	St. Casimirs	5
	Community Transitions	1
	Tatnuck	1
	Vernon Hill	2
	Woodward Day	1
KINDERGARTEN		
	Belmont St.	1
	Chandler Magnet	1
	Vernon Hill	1
BILINGUAL OFFICE		
	Claremont/Woodland Academy	1
	Doherty	1
	North	1

HUMAN RESOURCE BUDGET 2011-12

ITEM	FTE	Cost
Human Resource Manager and Director of Instructional Support Staff	2	\$240,801
Staffing/Mentor Coordinator*	0.25	\$24,750
Staffing/Mentor Coordinator*	0.75	\$74,250
Clerical Staff	5.5	\$265,474
Principal Mentoring Program		\$5,040
Mentoring Stipends (\$300 x 85)*		\$25,500
Recruitment Fairs		\$3,600
Employee Assistance		\$24,283
Advertising		\$28,000
Job Posting/Applications Website		\$10,249
TOTAL	8.5	\$ 701,947

*Grant Funded

TRANSLATIONS AVAILABLE

The Worcester Public Schools is an Equal Opportunity/Affirmative Action Employer/Educational Institution and does not discriminate regardless of race, color, gender, age, religion, national origin, marital status, sexual orientation, disability, or homelessness. The Worcester Public Schools provides equal access to employment and the full range of general, occupational and vocational education programs. For more information relating to Equal Opportunity/Affirmative Action contact Stacey DeBoise Luster, Human Resource Manager, 20 Irving Street, Worcester, MA 01609. 508-799-3020. Please call the main office at the school if you would like this document translated into a language other than English.

Trường Công Lập Worcester là một Cơ Hội Bình Đẳng /Cơ Sở Quả Quyết Hành Động/Cơ Sở Giáo Dục và không phân biệt đối xử về chủng tộc, sắc dân, giới tính, tuổi tác, tôn giáo, nguồn gốc quốc gia, tình trạng hôn nhân, khuynh hướng tình dục, khuyết tật, hay vô gia cư. Trường Công Lập Worcester cung cấp bình đẳng việc tiếp cận về công việc làm và đầy đủ phạm vi chung, nghề nghiệp và các chương trình dạy nghề. Muốn biết thêm những thông tin liên quan đến Cơ Hội Bình Đẳng/Quả Quyết Hành Động xin liên lạc với Stacey DeBoise Luster, là người quản đốc bộ Nhân Sự ở địa chỉ 20 Irving Street, Worcester, MA 01609. Điện thoại liên lạc số 508-799-3020.

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