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

#### AGENDA #4

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

on: Thursday, February 16, 2023  
at: 5:00 p.m. Executive Session  
6:00 p.m. Regular Session  
in: Esther Howland South Chamber, City Hall

#### ORDER OF BUSINESS

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

gb 3-63 Administration  
(February 10, 2023)

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

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

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

To conduct strategy sessions in preparation for negotiations with nonunion personnel - Coordinator of School Nurses/Director of Nursing and Health Services

#### **B. Call to Order**

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

**D. Roll Call**

**E. Consent Agenda**

i. Approval of Minutes

AOR 3-6 Clerk (February 8, 2023)

To consider approval of the Minutes of the School Committee Meeting of Thursday, February 2, 2023

ii. Approval of Donations

gb 3-71 Administration (February 8, 2023)

To consider approval of a donation valued at \$11,204.72 for tablets and cases for students at Sullivan Middle School from Ford's Hometown Services.

To consider approval of a donation valued at \$2,000 from Brooks Sports for students at Worcester Technical High School.

iii. Notification of Personnel Records

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

Gaul, Audra, Jacob Hiatt Magnet, Teacher, ESL, 02-Feb-23  
Shepro, Sarah, South High, Teacher, Science, 20-Jan-23

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

Clarke, Eileen, Worcester Technical, Teacher Special Education, 31-Jan-23  
Lynch-Clark, Anne, City View, Teacher, Elementary, 18-Jan-23  
Pham, Dinh, St. Casimir, School Adjustment Counselor, 12-Jan-23

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

Barrell, Nycholle, Nelson Place, Teacher, Special Education, 6-Feb-23  
Briggs, Samantha, Quinsigamond, Teacher, Special Education 30-Jan-23  
Erikson, Julie, Forest Grove Middle, Teacher, English 23-Jan-23  
Hamlin, Nelson, Worcester Technical, Teacher, Vocational, 7-Feb-23  
Herrera, Lidise, Systemwide, 189 Day Word Processor, 6-Feb-23  
Lopez-Maysonet, Solimar, 189 Day Word Processor, 17-Jan-23  
Merchant, Courtney, 52 Week Word Processor, 23-Jan-23  
Merko, Dorian, Systemwide, Junior Custodian, 3-Jan-23

Ortiz, Adam, Systemwide, Junior Custodian, 6-Feb-23  
Page, Glenda, Systemwide, 189 Day Word Processor, 10-Jan-23  
Provencher, Jared, Systemwide, Junior Custodian, 30-Jan-23  
Rivera, Angel, Systemwide, Junior Custodian 17-Jan-23  
Shenette, Tara, Worcester Tech, School Nurse, 1-Jan-23  
St. George, Kellie, South High, Teacher, Science 2-Feb-23  
Walsh-Amour, Shannon, Systemwide, Principal-Clerk-Confidential 9-Jan-23  
Winbourne, Sean, Systemwide, Teacher, Music 30-Jan-23

iv. Initial Filing of Individual Recognitions

gb 3-65 McCullough (February 2, 2023)

To set a date to recognize Andrea Cook, a Teacher at Burncoat Middle School, who has been awarded the 2023 Donna Nagle Award for Excellence in General Music.

gb 3-66 McCullough (February 6, 2023)

To forward letters of congratulations to the student winners of the Worcester Historical Museum 'Be Our Valentine' Contest for 2023.

gb 3-67 McCullough (February 6, 2023)

To set a date to congratulate the Burncoat High School Dance Team for being National Semi-Finalists.

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

**F. Items for Reconsideration**

**G. Held Items**

**H. Recognition**

**I. Public Comment**

**J. Public Petition**

**K. Report of the Superintendent**

ROS 3-4 Administration February 8, 2023

FROM HERE, ANYWHERE... TOGETHER:

Advancing the Success of Students with Disabilities - Part 2

Presented by: Ms. Annie Azarloza, Chief Academic Support Officer

Ms. Kay Seale, Manager of Special Education & Intervention Services

**L. Reports of the Standing Committees**

The Standing Committee on Governance and Employee Issues met virtually and in person on Tuesday, January 21, 2023 at 5:30pm.

**M. Student Advisory Committee Items**

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

To consider approval a prior year payment in the amount of \$426.20 to Amazon for items that were on backorder.

To consider approval of a prior year payment in the amount of \$549.90 for a 42-week Cafeteria Helper.

To consider approval a prior year payment of the amount of \$11,611.87 for services rendered by Springdale Education Center, Inc.

**O. General Business**

gb 3-64 Mayor Petty (January 27, 2023)

To forward a letter to MASC (Massachusetts Association of School Committees) with a request to work with local school committees to increase funding for the MSBA and to work with communities to get the MSBA accelerated repair program that was delayed this year restarted.

gb 3-68 O'Connell Novick (February 6, 2023)

Request that the Cable Advisory Committee divide equally the proceeds of the cable access fee among the district, government, and local access channels.

gb 3-69 McCullough (February 7, 2023)

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

gb 3-70 McCullough (February 7, 2023)

Request that the Administration collaborate with the Worcester Public Library and our One City, One Library schools to ensure that the parameters regarding the use of the library space is available for school-based needs.

gb 3-72 Administration (February 7, 2023)

To consider approval of a wage increase for Certified Nursing Assistant and Licensed Practical Nurse positions under the Clinical Care Program.

**P. ANNOUNCEMENTS**

**Q. ADJOURNMENT**

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

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E. CONSENT AGENDA  
Clerk  
(February 13, 2023)

ITEM – aor 3-6  
S.C. MEETING – 2-16-23

ITEM: Approval of Minutes

To consider approval of the Minutes of the School Committee Meeting  
of Thursday, February 2, 2023

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Accept & File

RECOMMENDATION OF THE ADMINISTRATION:

Accept & File

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

The School Committee held a meeting on February 2, 2023, both online and in Room 410 of the Durkin Administration Building. The meeting was called to order at 6:00 p.m. There were present: Mayor Petty, Member Clancey, Vice Chair Johnson, Member Mailman, Member Kamara Member McCullough, Member O'Connell Novick,

The Rice Square Elementary School Chorus sang the National Anthem and a Moment of Silence was held for the passing of Al Jenkins, an Instructional Assistant and Coach.

AOR – 3-5 Clerk

(January 2023)

To consider approval of the Minutes of the School Committee Meeting of Thursday, January 19, 2023.

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

gb 3-58 – Administration

(January 25, 2023)

To consider approval of a donation of \$1,500 from Milton CAT for the South High Community School's Diesel Program.

To consider approval of a donation of \$500 from United AG & Turf NE, LLC for South High Community School's Diesel Program.

To consider approval of a donation of \$500.00 from Sunbelt rentals to South High Community School's Diesel program.

To consider approval of a donation of \$1,000 from Girls on the Run to Burncoat Middle School.

To consider approval of a donation of \$2,500.00 from Fallon Health to Lincoln Street School for the Breezy's Basement and Juniper's Food Pantry.

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

gb 3-49 – McCullough

(January 17, 2023)

To consider forwarding a letter to Brian Sundstrom, Burncoat Senior Class President and member of the Boys Volleyball Team, congratulating him for his leadership and advocacy in procuring a grant that will support athletics at his school.

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

gb 3-62 Petition

(January 25, 2023)

To consider approval of a request to donate sick days for a paraprofessional at North High School.

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

ROS 3-3 – Administration

(February 2, 2023)

FROM HERE, ANYWHERE... TOGETHER:

Advancing the Success of Students with Disabilities - Part 1

Member Clancey asked if there was a certain area that should be considered or expanded upon during budget discussions. The Administration responded that there was a need for expanded programming at the pre-kindergarten level. Member Kamara requested additional information regarding the disparity between the number of students by gender who have been identified as having disabilities. Member Novick requested more information on make-up help for missed services due to the Covid-19 pandemic and on the support the district is offering to students who are dual language learners with individualized education plans. She also requested information on whether we are seeing an increase of families who are moving into the district due to the support and services offered to special education students. Member Mailman requested attendance and enrollment numbers for alternative day schools. Administration stated they would include the requested information in Part 2.

File.

gb 3-51- Administration

(January 20, 2023)

Prior Year Payments

The following items were taken together:

To consider approval of a prior fiscal year payment of \$860.41 to a retired administrator.

To consider approval of a prior fiscal year payment of \$78.48 to a retired employee.

To consider approval of a prior fiscal year payment of \$290.00 to Rochester 100 Inc.

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

gb 3-54 - Administration

(January 24, 2023)

To consider approval of the FC215 Genocide Education Grant from the Department of Elementary and Secondary Education in the amount of \$57,120.

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

gb 3-55 - Administration

(January 24, 2023)

To consider approval of the FC104 Financial Literacy Planning and Implementation Grant from the Department of Elementary and Secondary Education in the amount of \$15,000.

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

gb 3-56 - Administration

(January 24, 2023)

To accept the Teacher Diversification Pilot Program Grant (FC253) in the amount of \$45,756.00.

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



gb 3-57 - Administration  
(January 24, 2023)

To accept the ParentChild+ Pipeline Program Launch Grant funded by the Wellington Foundation in the amount of \$20,000.00.

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

gb 3-48 - McCullough  
(January 16, 2023)

To consider exploring the hiring of athletic trainers for high school athletics.

Refer the item to the Standing Committee on Finance and Operations.

On a voice vote, the motion was approved.

gb 3-50 - Clancey  
(January 20, 2023)

To review and update, if necessary, to the Voluntary Controlled Transfer Policy.

Refer the item to the Standing Committee on Governance and Employee Issues.

On a voice vote, the motion was approved.

gb 3-53 - O'Connell Novick  
(January 24, 2024)

Request the Administration update the School Committee on the ongoing municipal broadband committee work.

Member O'Connell Novick presented an update and motioned to have the item filed.

On a voice vote, the motion was approved.

gb 3-60 - Kamara  
(January 25, 2024)

To consider developing on-going learning options when there is inclement weather.

Member Kamara requested that the item be referred to the Standing Committee on Teaching, Learning, and School Supports. Member McCullough moved to have it referred to the Administration first. Dr. Monárrez stated that the Department of Elementary and Secondary Education does not permit the replacement of in-school days with online based learning. She recommended that the item be filed and that the Administration provide a report on the website regarding supplemental online learning opportunities for students and parents.

File.

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

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E. Consent Agenda  
McCullough  
(February 2, 2022)

ITEM: gb 3-65  
S.C. MEETING: 2-16-23

ITEM:

To set a date to recognize Andrea Cook, a Teacher from Burncoat Middle School, who has been awarded as the 2023 Donna Nagle Award for Excellence in General Music.

PRIOR ACTION:

Ms. Cook will be recognized at the MA Music Educator's Association state conference this March. Ms. Cook has created an incredible curriculum for the middle school general music classroom that has now been shared throughout the district and the state.

BACKUP:

RECOMMENDATION OF MAKER:

To set a date

RECOMMENDATION OF THE ADMINISTRATION:

Administration concurs

E. Consent Agenda  
McCullough  
(February 6, 2022)

ITEM: gb 3-66  
S.C. MEETING: 2-16-23

ITEM:

To forward letters of congratulations to the student winners of the Worcester Historical Museum 'Be Our Valentine' Contest for 2023.

PRIOR ACTION:

BACKUP:

Annex A (1 page) contains a list of the 'Be Our Valentine' Contest Winners

RECOMMENDATION OF MAKER:

Forward Letters

RECOMMENDATION OF THE ADMINISTRATION:

Administration concurs



E. Consent Agenda  
McCullough  
(February 6, 2022)

ITEM: gb 3-67  
S.C. MEETING: 2-16-23

ITEM:

To set a date to congratulate the Burncoat High School Dance Team for being National Semi-Finalists.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

To set a date

RECOMMENDATION OF THE ADMINISTRATION:

Administration concurs

K. REPORT OF THE SUPERINTENDENT  
Administration  
(February 10, 2023)

ITEM – ros 3-4  
S.C. MEETING – 2-16-23

ITEM: FROM HERE ANYWHERE...TOGETHER:

Advancing the Success of Students with Disabilities – Part 2

Presented by:

Ms. Annie Azarloza, Chief Academic Support Officer

Ms. Kay Seale, Manager of Special Education & Intervention Services

PRIOR ACTION:

BACKUP:

Annex A (17 pages) contains the PowerPoint Presentation slides

RECOMMENDATION OF MAKER:

Accept & File

RECOMMENDATION OF THE ADMINISTRATION:

Accept & File

# Advancing the Success of Scholars with Disabilities Part II

February 16, 2023

Annie Azarloza, Chief Academic Support Officer  
Kay Seale, Director of Special Education and Intervention Services

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

*Together*



**WORCESTER**  
PUBLIC SCHOOLS

# Outcomes

The Worcester School Committee will learn about:

- Multi-Tiered Systems of Support
- Key components of the Individualized Education Plan (IEP) and targeted accommodation strategies
- Desired state, strategies, and action steps of the Special Education division







# Multi-Tiered Systems of Support

# Multi-Tiered Systems of Support (MTSS)



## 3 Tier III Intensive Support


Intensive, urgent and explicit intervention for a few scholars

## 2 Tier II Targeted Support

Just in Time intervention for some scholars

## 1 Tier I Universal Supports

Acceleration and Prevention for all scholars

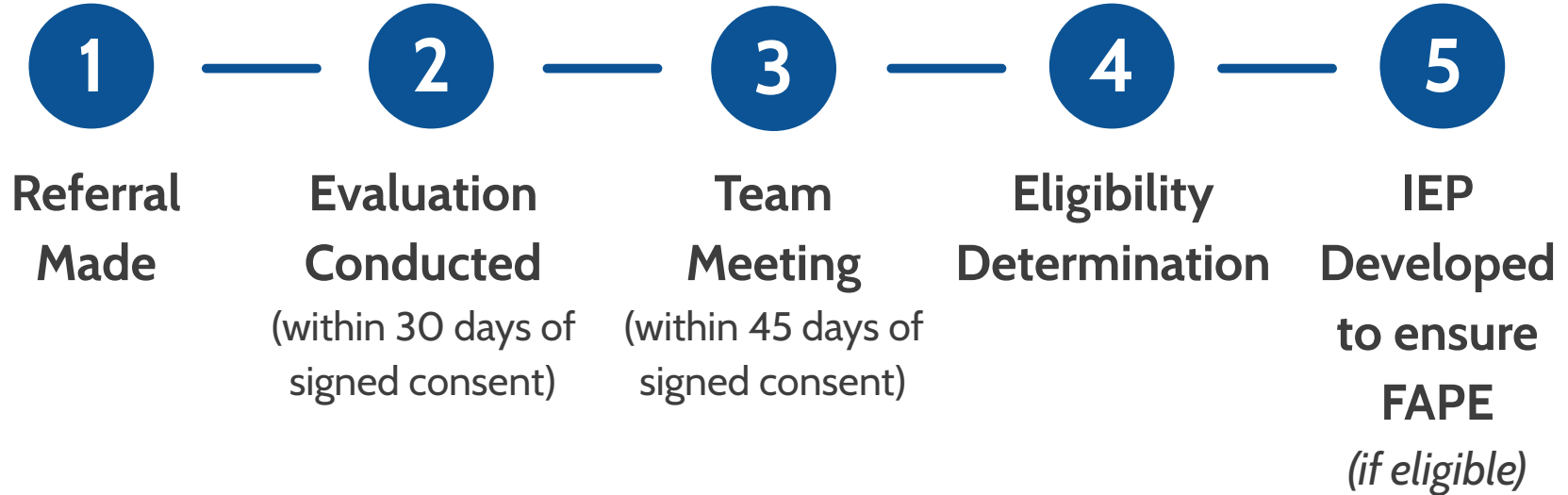


# Individualized Education Plan (IEP)

# *Individualized Education Plan Purpose*

The development of an Individual Education Plan (IEP) begins with our IEP Team, caregivers, and scholars. The IEP is a roadmap of how to remove the barriers that interfere with a scholar's ability to access the curriculum to advance their educational outcomes and strengthen their social and emotional competencies.

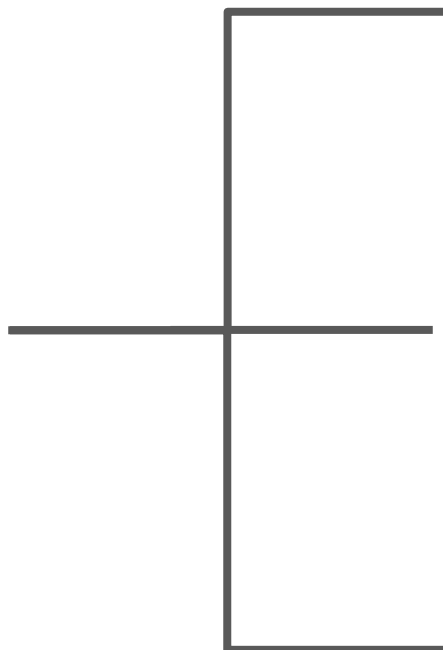
# WPS Special Education Referral & Evaluation Process



# Accommodating our Scholars with Disabilities



**Individual  
Education Plan**

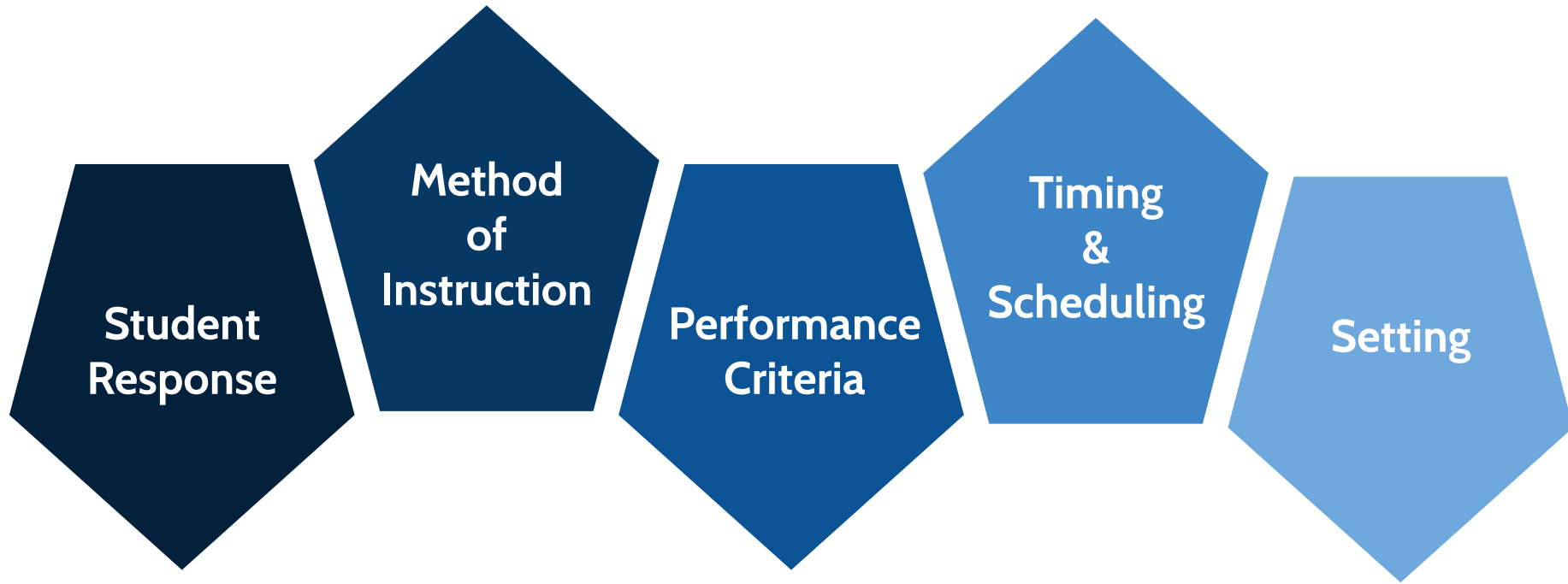


**Part A  
General Curriculum Areas**

**Part B  
Other Educational Needs**

**Part C  
Current Level of Performance  
Goals & Benchmark Objectives**

# Accommodations to Access Content Standards





# Desired State, Strategies, & Action Steps



# Desired State



Include scholars in the least restrictive environment with their peers, as appropriate, to advance educational outcomes, and strengthen social/emotional competencies.

# Strategies



Close opportunity gaps through data-driven practices



Provide teachers with the tools they need to be successful in meeting the needs of our diverse learners



Engage caregivers and help to increase their self-efficacy so they can learn how to make a difference in their scholar's educational outcomes

26



Close opportunity  
gaps through  
data-driven  
practices

## Action Steps

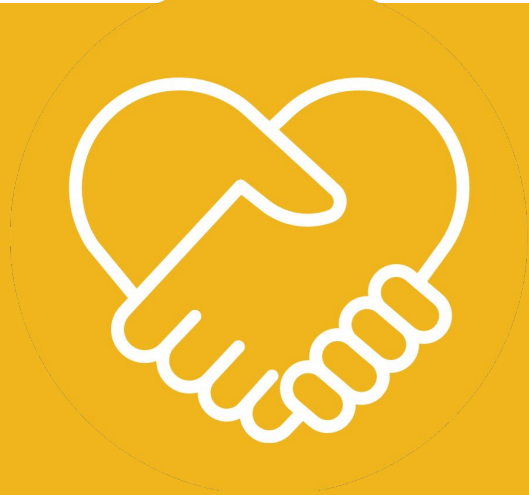
- Progress monitor
- Analyze formative assessments
- Utilize Panorama surveys
- Develop a district committee
- Create data dashboards
- Build capacity of data teams
- Audit of special education services



Provide teachers with the tools they need to be successful in meeting the needs of our diverse learners

## Action Steps

- Deliver professional learning
- Strengthen *specially designed instructional* strategies
- Provide resources & supports
- Increase educator efficacy
- Identify tiered interventions
- Mitigate overidentification
- Recruit and retain



Engage caregivers and help to increase their self-efficacy so they can learn how to make a difference in their scholar's educational outcomes

## Action Steps

- Support the development of a family engagement framework
- Expand Special Education Parent Advisory Committee (SEPAC)
- Deliver targeted parent trainings
- Support for *Massachusetts New IEP*

# *Celebration of Success 2023*

Tuesday, May 31, 2023, 6:00 - 8:00 p.m.  
Worcester Technical High School



# Thank You



- L. Report of the Standing Committee  
Clerk  
(February 14, 2023)

S.C. MEETING – 2-16-23

ITEM: Approval of Minutes

To consider approval of the Minutes for the Standing Committee on Governance and Employee Issues on 1-31-23.

PRIOR ACTION:

BACKUP:

Annex A (2 pages) contains the Minutes from the Governance and Employee Issues Meeting on 1-31-23

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 GOVERNANCE AND EMPLOYEE ISSUES met on January 31, 2023, both online and in Room 410 of the Durkin Administration Building. The meeting was called to order at 5:30 p.m. There were present: Member Johnson, Vice-Chair McCullough, Chair Clancey, Dr. Friel, Dr. Monárrez, Dr. Morse, and Dr. Kue.

qb 2-318 - Administration (December 8, 2022)

To consider approval of a request to donate sick days for an ESP/paraprofessional at Chandler Magnet and a staff member at Burncoat.

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

gb 2-176 - Clancey (May 25, 2022)

Request that the Administration review and update the Attendance Policy, if necessary.

Dr. Morse provided an update on the policy. She stated that the intent was to have a consistent one across the district. She highlighted that a designated caregiver would provide notification, either in person or in writing, regarding the reason for the student's absence, removing the requirement of a doctor's note. Chair Clancey recommended the following amendments:

1. Under the section on Attendance Notification, include "3. Caregiver on record can view their child's absences online through Infinite Campus."
2. Under the section Student Not Living with Parent or Guardian that "...adult member of the household..." be changed to "Caregiver on Record".

Chair Clancey motioned to approve the Attendance Policy as amended. On a roll call of 3-0, the motion was approved.

The following items were taken together:

ros 0-9 - Administration (September 23, 2020)

RENNIE CENTER FOR EDUCATION RESEARCH & POLICY – REPORT ON THE TECHNOLOGY SECTION FROM THE STRATEGIC PLAN

ros 1-7 - Administration (April 7, 2021)

RENNIE CENTER-PROGRESS ON STRATEGIC PLAN

ros 3-1 – Administration (January 5, 2023)

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

Superintendent Monárrez reviewed the reports and provided updates on the data points. Chair Clancey requested Administration contact the Rennie Center to get the full report from April 2021.

Chair Clancey motioned to hold ros 0-9 and ros 1-7.  
On a roll call of 3-0, the motion was approved.

File.

IV. ADJOURNMENT

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

O. General Business  
Mayor Petty  
(January 37, 2022)

ITEM: gb 3-64  
S.C. MEETING: 2-16-23

ITEM:

To forward a letter to MASC (Massachusetts Association of School Committees) with a request to work with local school committees to increase funding for the MSBA and to work with communities to get the MSBA accelerated repair program that was delayed this year restarted

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Forward letter.

RECOMMENDATION OF THE ADMINISTRATION:

Administration concurs

O. General Business  
O'Connell Novick  
(February 6, 2022)

ITEM: gb 3-68  
S.C. MEETING: 2-16-23

ITEM:

Request that the Cable Advisory Committee divide equally the proceeds of the cable access fee among the district, government, and local access channels.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Refer to the Administration

O. General Business  
McCullough  
(February 7, 2022)

ITEM: gb 3-69  
S.C. MEETING: 2-16-23

ITEM:

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

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to the Standing Committee on Governance and Employee Issues

RECOMMENDATION OF THE ADMINISTRATION:

Administration concurs

O. General Business  
McCullough  
(February 7, 2022)

ITEM: gb 3-70  
S.C. MEETING: 2-16-23

ITEM:

Request that the Administration collaborate with the Worcester Public Library and our One City, One Library schools to ensure that the parameters regarding the use of the library space is available for school-based needs.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to Administration

RECOMMENDATION OF THE ADMINISTRATION:

Administration concurs

O. General Business  
Administration  
(February 7, 2022)

ITEM: gb 3-72  
S.C. MEETING: 2-16-23

ITEM:

To consider approval of a wage increase for Certified Nursing Assistant and Licensed Practical Nurse positions under the Clinical Care Program.

PRIOR ACTION:

BACKUP:

Annex A (1 page) contains a Clinical Care Program Report on wages

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Accept & File

The Clinical Care Program (CC) services medically complex students within our district. CNA/MA's and LPN's work with these students in the life skills classroom providing medical care so they can access their education.

Clinical Care Program:

The administration is requesting wage increases to avoid any more resignations and disruption of care for our students. As of 12/12/2022, there have been three LPN resignations due to low wages since 11/10/2022.

**Current wages:**

Certified Nursing Assistants/Medical Assistants: \$16.08 to \$21.43

Licensed Practical Nurses: \$ \$25.71 to \$31.23

**Agency wages:**

Certified Nursing Assistant/Medical Assistants: Maxim: \$48

Licensed Practical Nursing:

2 agency quotes: (Sunbelt & Soliant) \$54-\$90 or \$64-\$70

**Proposal for increased wages for current staff:**

Certified Nursing Assistants/Medical Assistants: **\$25 to \$30**

Licensed Practical Nursing: **\$35 to \$40**