



THE
HEALTH FOUNDATION
OF CENTRAL MASSACHUSETTS

December 12, 2014

Dr. Marco C. Rodrigues
Chief Academic Officer
Worcester Public Schools
Durkin Administration Building
20 Irving Street
Worcester, MA 01609

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Dear Marco:

It is my pleasure to formally notify you that the Board of The Health Foundation of Central Massachusetts has approved a Health Care and Health Promotion Synergy Initiative Planning Grant to the Worcester Public Schools in the amount of \$165,000 for the "WorcesterHEARS" project.

Enclosed are two copies of the grant contract for your signature as Project Director and the signature of Dr. Melinda Boone as Superintendent. We have also enclosed an ACH form for the Worcester Public Schools to complete so that we may make the grant payments electronically. Please sign the contracts and return one copy to the Foundation. The first payment of \$41,250 will be made in early January 2015 upon receipt of the signed contract and completed ACH form.

We have attached copies of the reporting forms noted in the Special Conditions section of the contract. We will also send these to you electronically approximately six weeks before the reports are due. Please note that the Proposed Pilot Project Grant Application is due October 26, 2015 and a draft of the proposal is to be submitted by October 2, 2015.

We call your particular attention to the Special Conditions section of the contract where we have noted important meeting dates throughout the year as well as the dates that various reports are due to the Foundation. In addition, please make note of the dates of the Synergy Initiative grantee workshops that we have planned for the year and the date of a scheduled presentation to the Foundation's Distribution Committee.

We look forward to coordinating with you on a public announcement about this grant in January 2015. In the meantime, we would ask that you only share this information with your project partners and those in your organization who have a need to know.

We look forward to partnering with you during this planning year as the strategies for reducing suspensions are developed.

Sincerely,

Janice B. Yost, Ed.D.

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c: Dr. Melinda J. Boone (w/o enclosures)

Dr. Mary Brolin

Dr. Jennifer Davis Carey

Dr. David Perda

Enclosures: Contract
ACH Form

**GRANTS REPORT
2014-2015**

Fund	Grant	Purpose/Priorities	Amount
THFCM	WorcesterHEARS	<p>Implementing the Flexible Framework, an evidence-based model, is designed to help school districts develop a plan for integrating trauma-sensitive routines and individual supports into the school day. The initiative will engage both families and community providers in planning for a collaborative, evidence based model and implementation plan to address the impact of toxic stress, or ACES on Worcester's young people.</p> <p>WorcesterHEARS will accomplish this through (1) providing training and ongoing support to teachers, parents and caregivers and community based youth development workers (2) aligning a trauma-informed response across the three principal environments of school, home, and community.</p>	\$165,000.00

The Health Foundation of Central Mass., Inc. (THFCM)

Health Care and Health Promotion Synergy Initiative

The Center for Disease Control and Prevention (CDC) defines an Adverse Childhood Experience as abuse, neglect, or household dysfunction¹. According to the past president of the American Academy of Pediatrics, "Children's exposure to Adverse Childhood Experiences (ACES) is the greatest unaddressed public health threat of our time."²

The Worcester Public Schools (WPS) proposes Worcester's Healthy Environments and Resilience in Schools initiative, or **WorcesterHEARS** in response to this serious threat to health. **WorcesterHEARS** will implement the Flexible Framework³, an evidence based model developed by Massachusetts Advocates for Children, in collaboration with Harvard Law School and the Task Force for Children Affected by Domestic Violence. The Flexible Framework is an action plan that provides guidelines for establishing school wide practices and supports for staff and students. Our researched-based proposal is built on findings from the Kaiser Permanente Foundation and the Center for Disease Control and Prevention in the Adverse Childhood Experiences Study (ACES) and in response to our district's data.

Together, WPS and key partners seek support to develop a comprehensive program in five targeted schools in the Worcester Public School District during our planning stage. We will focus on elementary and middle schools, targeting schools that feed into one another, in order to follow students through the foundational developmental years with a consistent trauma informed approach.

The Flexible Framework

The Flexible Framework is designed to help school districts develop a plan for integrating trauma-sensitive routines and individual supports into the school day. Our initiative, will engage both families and community providers in planning for a collaborative, evidence based model and implementation plan to address the impact of toxic stress, or ACES on Worcester's young people. **WorcesterHEARS** will accomplish this through (1) providing training and ongoing support to teachers, parents and caregivers and community based youth development workers (2) aligning a trauma-informed response across the three principal environments of school, home, and community.

Initial implementation will involve training throughout the layers of the school, family and community. Our training plan targets:

- All personnel (teachers, support staff, administrators) will participate in the two hour program offered by Joel Ristuccia and MassAdvocates, *Helping Traumatized Children Learn*. This will provide all adults interacting with children at the target schools background and resource material on the subject.
- A teacher core at each school of 25 percent (with a minimum of three per school) will receive extensive training in the Flexible Framework using the Lesley University curriculum and a

“Training of Trainers” model to assure depth and breadth of expertise in school as well as sustainability.

- Parents, Caregivers and Youth Development Workers will participate in a modified version of the program offered by Joel Ristuccia and MassAdvocates.

Ultimately, our goal is that all caregivers, educators and youth development workers in the identified schools and neighborhoods confidently engage in evidence based and trauma informed practices and pedagogical approaches; providing students with the foundation for educational achievement, lifetime resiliency and health. Using funding from the grant opportunity, Worcester Public Schools will be able to successfully implement the Massachusetts Advocates for Children *Flexible Frameworks*, a sustainable action plan to support students who are negatively affected by Adverse Childhood Experiences (ACE's) and will result in stronger community partnerships between WPS and community partners, and a new model for improving school climate throughout the district. In response to the challenge of ACE in education, WPS proposes **WorcesterHEARS**; a comprehensive evidence-based approach to help all students be present and accounted for in school and focused on the task of learning. **WorcesterHEARS** will: change school climates and policies on discipline and suspension; build resilience in teachers, children and families and community based youth programs; encourage trauma informed school policies and procedures; and ultimately result in more students attending school more consistently and with greater capacity to learn.

Worcester HEARS Proposed Budget for the 2015 Planning Year

Budget Item	Amount	In Kind	Notes
PERSONNEL			
Project Coordinator- including fringe (1 FTE @ 9 months, April-December)	\$ 67,000		
Research and Accountability analyst 788 hours x \$35 per hour	\$ 27,580		
Planning Stipends: School ILT (Instructional Leadership Team members [Coach, principal and two teachers]) meet with Dr. Rodrigues and Research and Accountability Office. 7 schools x 3 participants x 5 hours x \$35 per hour 5 schools x 3 participants x 15 hours x \$35 per hour	\$ 3,675 \$ 7,875	\$ 36,500	WPS District in-kind includes: Dr. Rodrigues time calculated at .05FTE Principal time - 5 schools x .05 FTE for a total of 0.25 Clerical and administrative support = 0.5 FTE
COMMUNITY COLLABORATOR SUPPORT			
Worcester Educational Collaborative .4 FTE (2 staff x 1 day per week each): Staff members who will work to educate parents and help build the capacity of parents, caregivers, youth and others in the area of social-emotional learning.	\$ 39,000		Expanded leadership role on Executive Committee; additional school and community training responsibilities
Clark University hosts Community of Practice: This will be training for a group of people in the process of sharing information and experiences so that group learn from each other, and have an opportunity to develop themselves personally and professionally.	\$ 5,000	\$ 2,500	Additional staff time provided by Clark University and Collaborating Partners
PROFESSIONAL SERVICES			
MassAdvocates training 2 days of training x \$500 per day	\$ 1,000		
Evaluation Costs 7% of the planning budget	\$ 11,550		
NON PERSONNEL			
Supplies and Food for meetings and initial training	\$ 670		
TOTAL OF DIRECT COSTS			
Indirect costs required by the City of Worcester and approved by the Worcester School Committee at 1 percent	\$ 163,350 \$ 1,650		
TOTAL	\$ 165,000	\$ 39,000	