

Worcester Public Schools

Report of the Superintendent



School Opening Report

September 2015

Standard 1, Indicator I-E – Data-Informed Decision Making
Standard II, Indicator II-C – Scheduling and Management Information Systems
Standard III, Indicator III-C – Communication
Standard IV, Indicator IV-A – Commitment to High Standards

New District Leadership and Support Staff:

Mark Brophy, Interim Human Resource Manager

Michelle Cadavid, Acting Director of Supplemental Academic Programs and Services

Francis Mann, Acting Director of Career and Technical Education

Illiana D'Limas, Liaison, Counseling, Psychology and Community Outreach

Maura Mahoney, Acting Liaison, Child Study

Julie Keefe, Coach, Curriculum, Professional Learning and Technology

Staffing Changes

New Building Principals:

Jyoti Datta, Jacob Hiatt Magnet School

Kyle Brenner, Worcester Technical High School

Tina Schirner, Acting, Grafton Street School

Yuisa Perez, Acting, Goddard School of Science
and Technology

Staffing Changes

New Assistant Principals:

Lauren Chuk, Canterbury Street Magnet

Susan Donahue, Acting, Rice Square

Kristine Hersey, Vernon Hill

Philip King, Burncoat Middle

Jenna Landry, Lincoln Street

James Looney, Acting, Claremont

Marvin Negron, Acting, Chandler Elementary



Staffing Changes

New Assistant Principals:

Angela Plant, Acting, Sullivan Middle

Joanne Quist, Sullivan Middle

Lauren Racca, May Street

Stephanie Syre-Hager, Acting, Quinsigamond

Ishmael Tabales, Acting, Union Hill

Kareem Tatum, North High

Gregory Tremba, Acting, Grafton Street



Staffing Changes

Total K-12 Enrollment as of 9/15/15:

24,655

+71 from 10/1/14

Enrollment data is still being reconciled with State

*** Preliminary Enrollment Only, Head Start enrollments not included**

Student Enrollment

High Schools:

School	9/15/15*	10/1/14	Change	%
Burncoat	1,024	988	36	3.6%
Doherty	1,471	1,428	43	3.0%
North	1,331	1,341	-10	-0.7%
South	1,319	1,305	14	1.1%
WTHS	1,370	1,405	-35	-2.5%
Claremont	501	497	4	0.8%
UPCS	250	244	6	2.5%
Totals	7,266	7,208	58	0.8%

*** Preliminary Enrollment Only**

Student Enrollment

Middle Schools:

School	9/15/15*	10/1/14	Change	%
Burncoat	533	582	-49	-8.4%
Forest Grove	995	931	64	6.9%
Worc East	788	787	1	0.1%
Sullivan	863	849	14	1.6%
Totals	3,179	3,149	30	1.0%

*** Preliminary Enrollment Only**

Student Enrollment

Elementary Schools (Largest % Inc/Dec):

School	9/15/15*	10/1/14	Change	%
Chandler Elem	503	456	47	10.3%
Union Hill	490	449	41	9.1%
Belmont Comm	590	548	42	7.7%
Heard Street	302	285	17	6.0%
Chandler Magnet	495	473	22	4.7%
Midland Street	230	243	-13	-5.3%
Lincoln Street	261	276	-15	-5.4%
Tatnuck Magnet	387	413	-26	-6.3%
City View	484	521	-37	-7.1%
Clark Street	257	289	-32	-11.1%

*** Preliminary Enrollment Only, Pre-school enrollments not included**

Student Enrollment

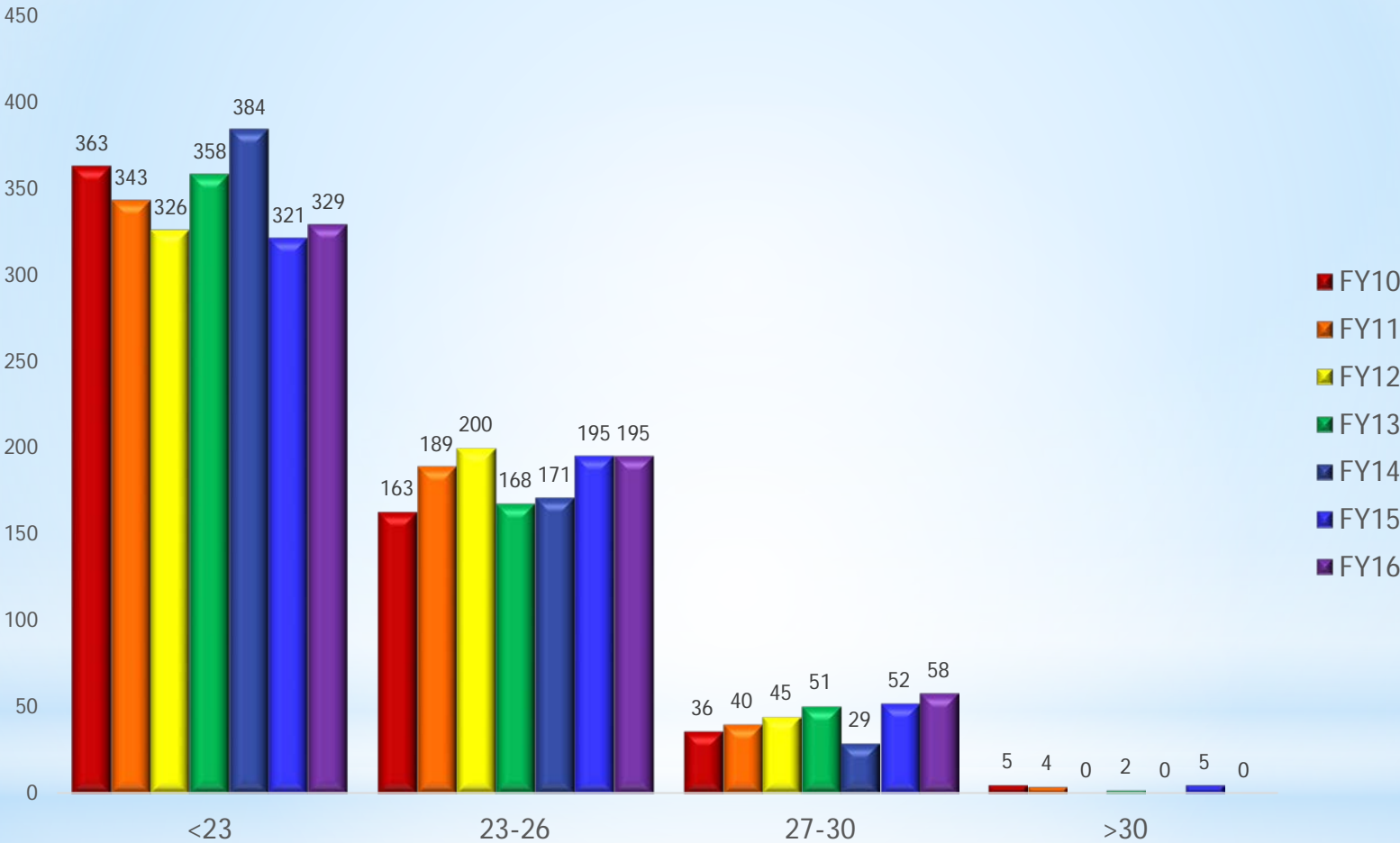
Elementary: **21.8 to 1** (Classroom Teachers only)

20.1 to 1 Student to Adult Ratio Grades 1-6
with Teachers and Literacy & Intervention Tutors
and **12.8 to 1** Student to Adult Ratio
in Kindergarten with Teachers and
Instructional Assistants

Elementary Class Size



FY16 = Total Elementary Classrooms = 582



Elementary Class Size



FY16 = Total Elementary Classrooms = 582

Class Size Distribution
Class Enrollments by Enrollment Categories

	K	1	2	3	4	5	6	Total
<23	54	41	51	49	42	56	36	329
23-26	29	35	27	27	30	20	27	195
27-30	7	14	11	6	9	6	5	58
>30	0	0	0	0	0	0	0	0
Total	90	90	89	82	81	82	68	582

Elementary Class Size

Completed HR and Payroll process for 139 new hires

75 Teachers

40 Instructional Assistants

10 Long Term Subs

6 Non-Instructional Support

1 Principal

2 School Nurses

2 Instructional Support

3 School Clerks

In addition, processed **2,764 payroll changes**

(increments, longevity changes, degree changes, change in status, etc.)

Human Resources & Payroll

3,902 Total Employees*

City's 3rd Largest Employer

1. UMass Memorial Health Care:	12,906
2. UMass Medical School:	4,400
3. Worcester Public Schools:	3,902*
4. Reliant Medical Group	2,604
5. Saint Vincent Hospital	2,331
6. City of Worcester	1,921
7. Hanover Insurance Group	1,800
8. Saint-Gobain	1,658
9. Seven Hills Foundation Inc.	1,600

*Headcount not FTE

*Not including Athletic Coaches or After School Programs



Elm Park, Worcester

Human Resources

- Renewed WEMS' Innovation Status for an additional 3 years
- Approved Claremont Academy Innovation Status
- Expanded implementation of Electronic Elementary Report Card Pilot to 16 schools
- Expanded to a second cohort of future instructional leaders in partnership with Worcester State University
- Piloting Youth Mobile Crisis Intervention to support high risk student

“Preparing All Students for College and Career”

- Continued to expand ESL instruction and supports for ELL students
- Continue Implementation of School-Wide AVID Program at Burncoat High School and Sullivan Middle School
- Administered 2,312 Advanced Placement Exams (an increase over the previous year)
- Continue to provide students with access to 23 Advanced Placement Courses

“Preparing All Students for College and Career”

- Continue to provide the final phase of SEI Endorsement Courses for Worcester Public Schools
- Enhanced Partnership with School Based Health Clinics to Include Full Time Behavioral Health Clinic Support
- Restructured Child Study Department to maximize full time assignment of staff in most of our schools
- Continue to Implement the Health Foundations Synergy Grant – Worcester HEARS

“Preparing All Students for College and Career”

- Continue to develop curriculum enhancements to support both ESL and sheltered content instruction for ELLs because it is a K-12 effort
- Continue to align and expand course pathways, including CTE and CVTE Pathways
- Continue to offer Virtual High School Courses for high school students
- PARCC Implementation in 24 Schools
- District Determined Measures Planning and Development

“Preparing All Students for College and Career”

- Continue to enhance the work of our Guidance Counselors through professional development focused on the Mass Model Curriculum
- Continue the work of the Graduation Improvement Teams
- Continue the work of the Middle/High School Transition Teams
- Pilot SAT School for all grade 11 students at SHS
- Expanding Foundations to 3 additional elementary schools

“Preparing All Students for College and Career”

➤ Expanding AVID Program to 7 elementary schools to include grade 4

- ❖ Columbus Park Preparatory Academy
- ❖ Goddard School of Science & Technology
- ❖ Chandler Magnet School
- ❖ City View Discovery School
- ❖ Norrback Avenue
- ❖ Nelson Place
- ❖ Quinsigamond School

“Preparing All Students for College and Career”

- Increase programming for students in need of autism services:
 - ❖ [2] SAIL classrooms at Norrback Elementary Sch.
 - ❖ [1] Autism/Lifeskills classroom at Sullivan Middle
- Collaborate with school based **TEAMS** to provide professional development that support classroom teachers to build effective **INCLUSION** services:
- Expansion of TeachTown program to address the fidelity of ABA services for students with disabilities

“Preparing All Students for College and Career”

➤ **District has achieved the capacity to provide all school based ABA services for children with Autism:**

[12] **BCBA's** - Coordinates all school based autism services using data to develop optimal outcomes that promote academic and social achievement for students with disabilities

➤ **[2] Behavioral Intervention Specialist** – Provide modeling and coaching of de-escalation strategies to school based staff by directly supporting schools and classrooms

➤ **Early Childhood Grant** initiative to provide Positive Behavioral Supports to improve social emotional development outcomes for preschool and kindergarten students

- ❖ Pilot will include model classrooms in three elementary schools

- ❖ Collaboration with Worcester Family Partnership to provide parent/child playgroups at Vernon Hill School

“Preparing All Students for College and Career”

Professional Development

- Providing Professional Development Institute for Grades 4 through 8
- Developed additional Professional Development opportunities for teachers in Grades K through 6 in Go Math
- Provided Professional Development training for 89 educators at Eagle Hill in August 2015
- Provided Orientation for 157 New WPS Teachers
- Developed Modules of Professional Development for Para-professionals

“Preparing All Students for College and Career”

Professional Development

- Superintendent's Leadership Institute held in partnership with Eagle Hill
- Provided professional learning in Universal Design (UDL) for all Instructional Coaches and Curriculum Liaisons
- Initiated 24 UDL Model Classrooms in 12 schools in partnership with DESE and CAST
- Initiated professional learning for district personnel and community partners in Multi-Tiered System of Support (MTSS)

“Preparing All Students for College and Career”

Professional Development

- Launching comprehensive training for ESL Teachers in ESL and Sheltered Content Instruction in Partnership with Worcester State University
- Launching Teacher Leadership Networks to support HQTL for ELLs
- Trained 160 Teachers from 25 schools on Foundations in June 2015
- On-going Applied Behavioral Analysis Training for ABA Instructional Assistants and school based staff to enhance service delivery models
- Special Education Parent Training series on Behavioral Supports and Transition Planning

“Preparing All Students for College and Career”

- * Public MCAS and PARCC results not yet available
- * Preliminary MCAS data has been used by schools and the district to:
 - * inform scheduling of student supports and services for the 2015-16 school year
 - * identify patterns of strengths and weaknesses in instructional areas
 - * This has been used to encourage professional reflection about instructional practices, inform planning of professional development and to set priorities within schools and across the district
- * Final MCAS results to be released to the public later in September.
- * PARCC schools are expected to receive student results in the late fall.

Student Achievement

MCAS & PARCC

- * Based on preliminary 2015 data from 22 MCAS participating schools:
 - * In English Language Arts, median student growth percentiles (SGPs) increased in grades 4, 5 and 10
 - * In Mathematics, median student growth percentiles (SGPs) increased in grades 4, 5, 6 and 10
 - * In Science & Technology/Engineering, preliminary data show an increase in then percent of students scoring proficient or above at the high school level

Student Achievement:

MCAS

*The release of DESE Accountability Data is also awaiting PARCC student results.

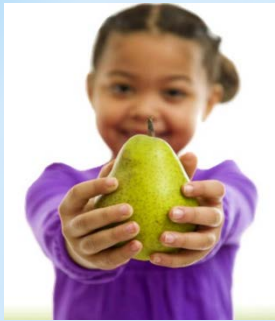
* Expected in the late fall for all schools:

Accountability and Assistance levels;

Progress and Performance Index (PPI) data for 2012-2015; and

School commendation designations

Student Achievement: **Accountability**



WORCESTER PUBLIC SCHOOLS

**WE ARE NOW OFFERING FREE BREAKFAST
AND LUNCH TO ALL STUDENTS!**

Implemented Community Eligibility 2015-2016 forward
eliminating the need for income meal applications
enabling all student to have access to all school meals at no cost

Breakfast in the Classroom
as part of the school day in 22 elementary schools, over 400 classrooms
all schools now eligible under Community Eligibility

Fresh Fruit and Vegetable Grant
awarded to 14 elementary schools
providing fresh fruit and vegetable snacks in the classroom

Farm to School
purchasing preferences given to locally sourced produce for school meals
emphasis on minimal processing while marketing school meals with taste, color, and texture

School Chef
development and expansion of school menus and programming

Child Nutrition

Summer Meal Expansion

ensuring continuous access to nutritious meals when school is not in session during end of June, July, and August, some sites on Saturday's

Refrigerated Mobile Feeding

Significantly more than doubled the number of meals served last summer from 13,000 to over **32,000 through the refrigerated mobile feeding unit at**

2 DCR pool locations

3 City libraries

Libby mobile library (new)

10 Parks (new)

2 Central Mass YMCA Camps (new)

WPS Academic Summer Locations and Programming
additional 5,000 meals totaling **55,000 meals**

Child Nutrition



96 Large School Buses
135 Special Education Buses and
Out-of District Vehicles

Transporting **12,320** students daily

*Covering more than 10,000 miles per day
and 1.8 million miles per school year*



Student Transportation

80 Grants Awarded last year
totaling **\$36.7** million

***38** Competitive Grants

***25** Continuation Grants

***17** Allocation Grants



Grant Resources

School Supplies

**Processed more than 1,500 supply requisitions before first day of school.
Processed payments in excess of \$2.37 million in supplies for opening of school.**

Purchased FF&E for new science lab at UPCS.



School Readiness

MSBA Summer Projects:

- * **Union Hill:** Window project ongoing, Exterior doors ongoing, ADA upgrades ongoing.
- * **Goddard:** Window project ongoing. Exterior doors ongoing.
- * **West Tatnuck:** Window project ongoing, Exterior doors ongoing.
- * **Clark Street:** Window project ongoing. Bathroom renovation ongoing.



Facilities Improvements

Other Projects:

- * WTHS – Roof top compressors replacement project completed.
- * Boiler Replacements – Taylor, Flagg, Foley Stadium, Belmont, and City View – under design.
- * Solar Panel Installation: Sullivan, Norrback, Forest Grove, and Burncoat High – ongoing.
- * Jacob Hiatt Roof Top Unit Replacement – out to bid.
- * UPCS Science Lab Project – ongoing.



Facilities Improvements

Various In House Projects including:

- * **Worcester East Middle:** third floor classroom renovation.
- * **Elm Park:** Repair perimeter fencing. Install gate. New exterior perimeter lighting. Install carpeting in library and build platform.
- * **District Wide:** Backflow preventers installed per code. Fire alarm testing. Boiler prep for heating season.
- * **Various Schools:** Floor tiling, bathroom repairs, door replacement, water line replacement, window repair and painting.
- * All schools completed annual summer deep cleaning.

Facilities Improvements

- * Migrated all staff to cloud based Microsoft Office 365.
- * Provisioned accounts for all secondary students on Office 365.
- * Began the construction of a fiber network to connect all of the districts locations with high speed connections.
- * Increased the district's connection speed by 2 ^{1/2} times.
- * Received over \$1.4 million in Erate funds for internet, wide area network, and phone services.



Student Technology

On-going generous support of friends and business partners for backpack & school supplies donations, as well as the donation of equipment and furniture.



Helping Hand

Worcester Public Schools



***Our teacher became a
U.S. president
Our student was father
of modern rocketry...
From here, go
anywhere!***

**The city's preferred educational
opportunity!**