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

AGENDA #38

on: Thursday, November 19, 2020
at: 6:00 p.m. – Regular Session
5:00 p.m. - Executive Session
Virtually in: Room 410, at the Durkin Administration Building

ORDER OF BUSINESS
ACTION

I. CALL TO ORDER
INVOCATION
PLEDGE OF ALLEGIANCE
NATIONAL ANTHEM

II. ROLL CALL

III. APPROVAL OF RECORDS

aor #0-41 - Administration
(November 10, 2020)

To consider approval of the Minutes of the School Committee Meeting on Monday, November 2, 2020.

aor #0-42 - Administration
(November 10, 2020)

To consider approval of the Minutes of the School Committee Meeting on Thursday, November 5, 2020.

IV. MOTION FOR RECONSIDERATION – NONE

V. IMMEDIATE ACTIONACTION

gb #0-335.1 - Ms. McCullough/Mrs. Clancey/Mr. Monfredo/
Ms. Novick/Mayor Petty
(November 10, 2020)

To recognize Chantale Zuzi, a student at Burncoat High School, for receiving the Women's Initiative of Central Massachusetts 2020 Meridith D. Wesby Young Leader Award.

gb #0-353 - Administration
(November 10, 2020)

To consider input from the School Committee's student representatives.

1. Request that the School Committee consider paying for the 2021 AP Exams. (Fatimah Daffaie)
2. Request that the Administration consider sharing weekly student check-in survey responses with the School Committee. (Jasmine Owusu)

VI. REPORT OF THE SUPERINTENDENT

ros #0-11.1 - Administration/Administration
(November 10, 2020)

Response of the Administration to the request to provide the theories regarding the low math scores in grades 4, 5 and 6.

ROS #0-12 -Administration
(November 11, 2020)

SELF EVALUATION, GOALS AND BENCHMARKS OF THE
SUPERINTENDENT FOR 2020-21

VII. COMMUNICATIONS AND PETITIONS – NONEVIII. REPORTS OF THE STANDING COMMITTEES

The Standing Committee on School and Student Performance met virtually on Monday, November 9, 2020 at 6:00 p.m. in Room 410 at the Durkin Administration Building.

The Standing Committee on School and Student Performance met virtually on Monday, November 16, 2020 at 6:00 p.m. in Room 410 at the Durkin Administration Building.

IX. PERSONNELACTION

- 0-9 The Superintendent has APPOINTED the person named below to the position of Aide to the Physically Handicapped, permanent/fulltime at a salary of \$17.04 (minimum) to \$21.00 (maximum) per hour, from Civil Service List #320-034, effective as follows:

Bourogaa, Youssef 11/12/2020

- 0-10 The Superintendent has APPOINTED the person named below to the position of School Bus Attendant, permanent at a salary of \$16.23 minimum per hour to \$18.08 maximum per hour, from Civil Service List #320-030, effective as follows:

Jules, Erlande 11/9/2020

- 0-11 The Superintendent has provisionally APPOINTED the persons named below to the position of Junior Custodian, permanent/fulltime at a salary of \$16.54 (minimum) to \$21.05 (maximum), per hour, effective as shown:

Polenski, Joseph 11/2/2020
 Simoncini, John 11/16/2020

- 0-12 The Superintendent has appointed the attached teacher positions for 2020-21.

- 0-13 The Superintendent has appointed the attached teacher Resignations and Retirements for 2020-21.

X. GENERAL BUSINESS

gb #0-290.2 - Administration/Ms. Novick /Mrs. Clancey/
 Ms. McCullough
 (November 3, 2020)

Response of the Administration to the request to clarify under what circumstances students will be suspended during remote learning and what suspension will consist of during that time.

gb #0-346.1 -Administration/Ms. Novick/Mrs. Clancey/
 Ms. McCullough/Mr. Monfredo
 (November 12, 2020)

Response of the Administration to the request to provide a report on actual total cost to district families of the 2021 Advanced Placement exams for consideration with the full committee's consideration of the first quarter budget report.

GENERAL BUSINESS (continued)ACTION

gb #0-354 - Administration
(November 3, 2020)

To consider approval of the following prior fiscal year payments:

1. \$8,304 for tuition owed to the Assabet Valley Collaborative
2. \$6,906.80 to The Whitney Academy, Inc.
3. \$5,730 to LearnWell
4. \$247.92 to two Special Education staff members
5. \$18,121.36 to Southern Worcester Educational Collaborative

gb #0-355 - Administration/Mrs. Clancey/Ms. McCullough/
Mayor Petty
(November 4, 2020)

To set a date to recognize University Park Campus School for ranking #57 in Massachusetts High Schools out of 1,368 in National Rankings by U.S. News and World Report for its performance on state tests, graduation rates and preparation of their students for college.

gb #0-356 - Administration
(November 9, 2020)

To consider approval of a donation in the amount of \$2,098.39 from the Worcester Arts Magnet PTG to Worcester Arts Magnet School to help replace items lost in the fire in Spring 2020.

gb #0-357 - Mr. Monfredo/Mrs. Clancey/Ms. McCullough
(November 9, 2020)

Request that the School Committee support "Coats for Kids", which has been an ongoing collaborative between the Worcester Public Schools and the Worcester Educational Development Foundation for over 25 years.

gb #0-358 - Mr. Monfredo/Mrs. Clancey/Ms. McCullough
(November 9, 2020)

Request that the Administration consider expanding summer school in its planning, based on the data regarding the academic needs of the students.

gb #0-359 - Administration
(November 12, 2020)

To consider approval to turn on the self-harm filter that is available with the current software that monitors those students' behaviors.

GENERAL BUSINESS (continued)ACTION

gb #0-360 - Administration
(November 12, 2020)

To consider approval of the administration of the MCAS for all eleventh graders and for those twelfth graders that have not yet passed it and administer both the Legacy in January of 2021 and the 2.0 MCAS in March of 2021.

gb #0-361 - Administration
(November 12, 2020)

To authorize the Administration to enter into a contract for the lease-purchase of ten special education school buses for a term of up to five years for the operation of student transportation for a contract term to begin in June 2021 as part of the five-year fleet replacement cycle of existing school buses.

gb #0-362 - Ms. McCullough
(November 12, 2020)

Request that the Administration provide a report on the tracking of Special Education services that are currently being provided remotely to students.

gb #0-363 - Ms. McCullough
(November 12, 2020)

Request that the Administration provide an update on Special Education testing to include the types that are taking place, the timeline updates and any other pertinent information.

GENERAL BUSINESS (continued)ACTIONXI. EXECUTIVE SESSION

gb #0-364 - Administration
(November 5, 2020)

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 – Coronavirus/ COVID-19Related Issues – Educational Association of Worcester, Units A & B (Educators/Administrators); Aides to the Physically Handicapped, Monitors and Drivers; Instructional Assistants; Parent Liaisons; Tutors; and Therapy Assistants.

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 (Educators/Administrators).

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 Laborers' District Council, Worcester Public Service Employees, Local Union 176, Custodians.

To discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares –Yuisa Perez v. Worcester Public Schools, et al., Worcester Superior Court, Civil Action No. 1785-CV-01465-A.

XII. ADJOURNMENT

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

III. APPROVAL OF RECORDS
Clerk
(November 10, 2020)

ITEM - aor #0-41
S.C. MEETING - 11-19-20

ITEM:

To consider approval of the Minutes of the School Committee Meeting on Monday, November 2, 2020.

PRIOR ACTION:

BACKUP:

Annex A (3 pages) contains a copy of the Minutes of the School Committee Meeting on Monday, November 2, 2020.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

IN SCHOOL COMMITTEE
Worcester, Massachusetts
Monday, November 2, 2020
Agenda #36

The School Committee of the Worcester Public Schools met virtually in Open Session at 5:34 p.m. in Room 410 of the Durkin Administration Building on Monday, November 2, 2020.

There were present at the Call to Order:

Miss Biancheria, Mrs. Clancey, Mr. Foley, Ms. McCullough,
Mr. Monfredo, Ms. Novick and Mayor Petty

GENERAL BUSINESS

gb #0-331 - Administration
(October 127, 2020)

Student Forum

To consider feedback from students on remote learning and present 2 new remote phases.

Mayor Petty opened the meeting by stating that the pandemic has created many challenges and this meeting was being held in order to have students engage in a discussion regarding their experiences with remote learning and also to ask questions about the transition plan.

Superintendent Binienda presented the Worcester Public Schools' Transition From Remote to Hybrid Learning Proposal. She explained to the students that the plan has many moving parts and that the dates presented may change. Building readiness and the ever changing number of cases of COVID-19 will all be deciding factors.

Mayor Petty allowed questions and comments from the students which were as follows:

Questions

1. If I am on an IEP, will I be going back earlier?
2. When will I be informed of my starting date?
3. Will my guidance counselor stay in touch with me through this process?
4. What will happen if I contract COVID-19?
5. I am in ETA at Doherty, will I be returning to school on the same day every week?

6. How will the one day a week be assigned?
7. Am I going to retain my same teacher when I go back?
8. What safety measures are in place at Doherty?
9. What if I originally chose remote learning, am I allowed to now opt for hybrid learning?
10. What day do I begin class if I am in the 6th grade?
11. What will my transportation entail if I will be going to another building?
12. What will shop class be like at WTHS?
13. Are sports being rescheduled?
14. Will teachers be receiving more remote training?
15. Will I be having the same schedule in person as I have remotely?
16. Will I be taking MCAS this year?
17. Is there a deadline for making the decision to stay remote?
18. Will the classrooms and schools be safe?
19. Can a teacher do remote and in person teaching at the same time?
20. What is the protocol if a student feels sick?
21. How do I know which group I am in?
22. What is the start date for elementary school?
23. What will my day look like when I go back in regard to lunch, recess and breaks?
24. Is this the final model or will there be modifications?
25. How will I be able to socialize with my friends once we are back in school?
26. Will there be assigned seating on the bus?
27. What if the rules are not followed on the bus?
28. What about snow days?
29. How will classes be taught with 50 orchestral students?
30. When does Tatnuck Magnet start?
31. How can I add classes to my remote learning?
32. What about my siblings? Will we be going on the same day of the week?
33. How will my non-ETA classes work at Doherty?
34. Can I use my own laptop when I go back?
35. Are we going to be able to use our lockers?
36. What will the cafeteria environment be like?
37. What should I do if a classmate exhibits signs of COVID?

Comments

1. I am very happy with how the remote learning phase is going, but I have encountered power issues.
2. I feel safer at home but miss my friends.
3. I am looking forward to going back even if it is only for one day.
4. I find it hard to focus at times.
5. The 70 minute classes are too long.
6. It's hard to find a safe place in the community to go and study.
7. My connections with my guidance counselor have been going well.
8. I'm worried about getting sick when I have to go back.
9. My screen locks up a lot and I have to reboot.
10. I am grateful to be able to do remote learning.

Superintendent Binienda thanked the students and parents for their respectful questions and comments.

Mayor Petty thanked the School Committee for their hard work during this process.

On a roll call of 7-0, the meeting adjourned at 7:44 p.m.

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

III. APPROVAL OF RECORDS
Clerk
(November 10, 2020)

ITEM - aor #0-42
S.C. MEETING - 11-19-20

ITEM:

To consider approval of the Minutes of the School Committee Meeting on Thursday, November 5, 2020.

PRIOR ACTION:

BACKUP:

Annex A (32 pages) contains a copy of the Minutes of the School Committee Meeting on Thursday, November 5, 2020.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

IN SCHOOL COMMITTEE
Worcester, Massachusetts
Thursday, November 5, 2020
Agenda #37

The School Committee of the Worcester Public Schools met virtually in Open Session at 5:00 p.m. in Room 410 of the Durkin Administration Building on Thursday, November 5, 2020.

There were present at the Call to Order:

Miss Biancheria, Mrs. Clancey, Ms. McCullough, Mr. Monfredo and Ms. Novick and Mayor Petty

Mr. Foley was absent.

Mr. Foley arrived at 5:05 p.m.

Mayor Petty stated that the School Committee will recess into Executive Session to discuss the following items:

Executive Session .1

EXECUTIVE SESSION

qb #0-352 - Administration
(October 28, 2020)

To discuss strategy with respect to collective bargaining and litigation if an open meeting may have a detrimental effect on the bargaining and the litigating position of the public body and the chair so declares – Contractual Arbitration – Instructional Assistant/Educational Association of Worcester and Massachusetts Commission Against Discrimination Litigation – Instructional Assistant.

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 – Coronavirus/COVID-19 Related Issues – Educational Association of Worcester, Units A & B (Educators/Administrators); Aides to the Physically Handicapped, Monitors and Drivers; Instructional Assistants; Parent Liaisons; Tutors; and Therapy Assistants.

gb #0-324 - Miss Biancheria/Mr. Monfredo
(October 6, 2020)

Executive Session/
Bussing

Request that the Administration review the process of signing in and out at the WPS bus yard.

gb #0-325 - Miss Biancheria/Mr. Monfredo
(October 6, 2020)

Executive Session/
Bussing/assigning bus
routes to drivers

Request that the Administration provide a report to include the process of assigning bus routes to bus drivers and include the itinerary for each route.

gb #0-326 - Miss Biancheria/Mr. Monfredo
(October 6, 2020)

Executive Session/
Bus Yard/review
budget

Request that the Administration review the budget for the bus yard to insure that it contains monies and the necessary tools to provide a safe environment for our employees.

gb #0-327 - Miss Biancheria/Mr. Monfredo
(October 6, 2020)

Executive Session/
Bus Yard
Employees/Job
Description

Request that the Administration review the Job Descriptions and duties of all bus yard employees to include directors.

On a roll call, the vote to recess to Executive Session was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty

7

Against the motion:

$\frac{0}{7}$

The motion carried.

The School Committee recessed to Executive Session from 5:12 p.m. to 6:27 p.m.

The School Committee reconvened in Open Session at 6:30 p.m.

There were present at the second Call to Order:

Miss Biancheria, Mrs. Clancey, Mr. Foley, Ms. McCullough,
Mr. Monfredo, Ms. Novick and Mayor Petty

2. APPROVAL OF RECORDS

Minutes/
approval of

aor #0-39 - Administration
(October 28, 2020)

To consider approval of the Minutes of the School
Committee Meeting on Thursday, October 15, 2020.

On a roll call, the vote to approve the item was as
follows:

For the motion: Miss Biancheria Mrs. Clancey, Mr. Foley, Miss McCullough, Mr. Monfredo, Ms. Novick, Mayor Petty	7
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Against the motion:	$\frac{0}{7}$
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The motion carried.

Minutes /
approval of

aor #0-40 - Administration
(October 28, 2020)

To consider approval of the Minutes of the School
Committee Meeting on Monday, October 19, 2020.

On a roll call, the vote to approve the item was as
follows:

For the motion: Miss Biancheria Mrs. Clancey, Mr. Foley, Miss McCullough, Mr. Monfredo, Ms. Novick, Mayor Petty	7
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Against the motion:	$\frac{0}{7}$
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The motion carried.

3. IMMEDIATE ACTION

gb #0-332 - Administration
(October 28, 2020)

Student
Representatives/
homework

To consider input from the School Committee's student representatives.

Request that the Administration consider developing a more structured Friday school day and discuss the daily homework assigned to students. Ms. McCarthy

Request that the Administration consider alternative graduation plans based on the impact of COVID-19. Ms. McCarthy

Student Representative Margaret McCarthy stated that some students are requesting that Fridays be restructured to allow teachers to be more accessible to provide assistance. She also stated that she would like the Administration to consider adding extra help periods so students can have video calls with their teachers or guidance counselors.

On a roll call, the vote to refer the item to the Administration was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

4. REPORT OF THE SUPERINTENDENT

ROS #0-11 - Administration
(October 28, 2020)

Report of the
Superintendent/Fall
2020 Baseline
Assessments of
Student Academic Data

FALL 2020 BASELINE ASSESSMENTS OF STUDENT
ACADEMIC DATA

Christina. Kuriacose, Director of School and Student Performance, presented the Fall 2020 Baseline Assessments of Student Academic Data.

She stated that, according to the district benchmarks, the students are performing at or above the same level as 40 percent of their peers in the same grade. The state benchmarks were set using the first year of next generation math data so the link between STAR and MCAS and those state benchmarks that are in the system might be a little tenuous, especially for different grades as they've adopted the next generation test.

STAR assessments can be used to monitor progress and make sure that students are growing throughout the year, but it must be pointed out that the assessment was done remotely this year so it makes it difficult to compare between years.

She explained that Lexia is being used with the elementary students that allows the district to get a different predictor at the beginning of every month. The Administration will be monitoring the predictor level changes based on usage of the platform. She also stated that there have been social and emotional check-ins with both students and parents and questions regarding students' ability to focus on school remotely.

The last piece of data that was presented focused on attendance. The Friday attendance drop is something that the Administration is continuing to look into to make sure that it is actually reflecting the attendance rate not just students missing a check in.

Superintendent Binienda stated that the check-in time on Fridays seems to be too early and the Administration is looking into different options.

Mr. Monfredo asked if the Administration has considered either using the vacation weeks or reaching out to social agencies to provide additional help to students.

Superintendent Binienda stated that due to Budget constraints the Administration has not looked into using the vacation weeks for extra help. She also stated that the Worcester Public Library offers free tutoring for students and the Administration would call other community agencies to see if they could assist in providing extra help to students.

Ms. McCullough asked if there is a difference between the remote learning attendance and the in-person attendance on Fridays to which the Superintendent stated that she would provide the data at a later time.

Mr. Foley asked if the Administration would be willing to add a question to the student survey in order to gauge any mental health issues regarding whether or not students are feeling connected to their peers or struggling at home.

Superintendent Binienda stated that some of schools have added follow-up questions to the questions on the survey. One example is as follows:

"Is there a person you would like to talk to?"

Students indicated that they would like to speak to either a teacher, school psychologist, staff member or the guidance counselor.

Ms. Novick asked if the Administration has any theories as to what's going on with math in grades 4, 5 and 6.

Superintendent Binienda stated that she would provide a report at the next School Committee Meeting regarding the low scores in math in grade 4, 5 and 6.

Student Representative Fatimah Daffaie asked if there were less students in the morning than the afternoon who utilized the extra help period.

Superintendent Binienda stated that the extra help period will start in December on Tuesdays and Thursdays during independent time and on Fridays. She indicated that she will provide a report to the School Committee, once the program has been established, on the number of students and the time of day they are accessing the extra help.

On a roll call, items gb #0-319 and ROS #0-11 were accepted and filed as follows:

For the motion: Miss Biancheria Mrs. Clancey,	
Mr. Foley, Miss McCullough,	
Mr. Monfredo, Ms. Novick,	
Mayor Petty	7

Against the motion:	<u>0</u>
	7

The motion carried.

REPORTS OF THE STANDING COMMITTEES

5. The **Joint Meeting of the Standing Committee on Finance and Operations and the City Council's Standing Committee on Education** met virtually on Thursday, October 8, 2020 at 5:49 p.m. in the Levi Lincoln Room at City Hall.

2020-21
Educational
Plan/Fall 2020

motion qb #0-246 - Mayor Petty (August 13, 2020)

Request that the 2020-21 Educational Plan entitled Fall 2020 - Return to School Guidance be forwarded to the Standing Committee on Finance and Operations and the City Council's Standing Committee on Education for a joint meeting.

Superintendent Binienda introduced the following individuals who presented the PowerPoint presentation regarding the Summary of the School Re-Opening:

- Mr. Allen discussed the facility capacity analysis, the transportation capacity analysis and the FY21 Budget update slides.
- Dr. Meade-Montaque and Dr. Morse discussed the back to school model slides.
- Mrs. Kyriazis and Mr. Walton discussed the technology support slides.
- Mr. Pezzella discussed the school safety slides.

Councilor King questioned how many school buildings are ready for the return of students to which Mr. Allen stated that there are no schools ready at this time but the work on the ventilation systems soon.

Councilor King questioned if the Collaborative is part of the Worcester Public Schools and, if so, will the district be looking to provide additional monies.

Superintendent Binienda stated that it is not part of the Worcester Public Schools and that it has its own budget.

Councilor King ask whether the technology needs for the school system have been met to which Superintendent Binienda stated that there will always be a need for improvements in technology.

Councilor King requested that the Administration provide an updated report on the diversity hiring processes and goals to the City Council.

Superintendent Binienda stated that the Worcester Public School's Strategic Plan contains the diversity goals for the system and that the Chief Diversity Officer is working on establishing a mentoring plan for the newly hired diversity staff.

Councilor Rosen asked if the Administration has received any feedback from teachers regarding how they feel about the virtual learning classes.

Superintendent Binienda stated that many teachers are requesting additional equipment, like dual monitors and more powerful devices so they can run their videos consistently to monitor their students in their classroom. The teachers stated that they felt more confident now than in the Spring due to the 10 week extensive training they received.

Councilor Rosen asked if the teacher evaluations would continue this year to which Superintendent Binienda stated that they are still in negotiations for that issue.

Councilor Rosen asked how the students are doing during virtual learning and if the school system will be doing a traditional grading system or a pass/fail system.

Superintendent Binienda stated that the attendance for the synchronous learning days is 90 percent and the asynchronous day is 80 percent. The consensus is that the high school students like their schedule

while the younger students find it more difficult due to the fact that they need more help with the technology. She also stated that the school system will use the regular grading system for all students.

Councilor Bergman asked whether snow days will be used during the remote learning phase.

Superintendent Binienda stated that the Commissioner of Education is going to make that decision based on equity because there are some schools in the state that are in person learning while others are remote learning.

Councilor Bergman questioned if there are enough nurses for each school when the system returns to in person learning.

Superintendent Binienda stated that there were four nurses interviewed but not on the roster yet due to the remote learning phase. Once the system goes to the hybrid model, there will be one nurse for every school.

Councilor Bergman questioned the number of staff that have been furloughed and if the Administration anticipates there will be any more of them in the future.

Mr. Allen stated that approximately 330 staff members were furloughed and depending on the State Budget, Federal stimulus monies and/or additional stimulus monies, or the lack thereof, will determine whether more furloughs are needed.

Council Bergman questioned if the Administration has been tracking the extra expenses versus the savings the school system has seen due to COVID-19 and, if so, could the report be forwarded to the City Council members.

Mr. Allen stated that the Administration is reconciling the additional costs and additional savings, coupled with the federal stimulus money that the system has received to date. The final report will be reported out at the next Standing Committee on Finance and Operations and could also be forwarded to the City Council members.

Councilor King questioned if there were any discussions in regarding students participating in sports.

Superintendent Binienda stated that the City Manager will announce today the cancellation of Fall Sports. Discussions will take place to discuss the possible start of the Fall Two Sports Season during the Winter and Spring. The MIAA has not made the decision of what sports will be offered during the winter season.

Miss Biancheria made the following motion:

Request that the Administration provide a report on the order status of the Chromebooks for Instructional Assistants, Guidance Counselors and Principals.

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

Miss Biancheria requested that the Administration provide an update on all staff members who have viewed the training video prior to return to work.

Mr. Foley thanked the City Council, the City Manager and Mayor Petty for their support of the Capital Improvement monies for the ventilation systems in the school buildings.

Mr. Foley made the following motion:

Request that the Administration provide a report on the current status of the ventilation and other

safety considerations in the buildings, the status of teaching and learning with the Collaborative and to share that report with the City Council's Standing Committee on Education.

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

Council King requested that the City's Human Recourse Department collaborate with the WPS one regarding the diversity hiring goals throughout the pandemic.

Superintendent Binienda stated that a conversation about diversity hiring could take place relative to the diversity goals but it is important to note that the hiring process is very different on the City side than what the law states on the school side. The Superintendent makes all the appointments for the school system. However, she stated that she would like to collaborate with the City to help with the advertisement of the school system's Job Fair.

Council King requested that the following Order be put on the City Council's agenda:

Request that the City Manager make available to the Superintendent of the Worcester Public Schools, the availability of the City's Chief Diversity Officer for any assistance that might be requested.

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

SCHOOL COMMITTEE ACTION

On a roll call of 7-0, the School Committee approved the action of the **Joint Meeting of the Standing Committee on Finance and Operations and the City Council's Standing Committee on Education** as stated as follows:

For the motion: Miss Biancheria Mrs. Clancey,
 Mr. Foley, Miss McCullough,
 Mr. Monfredo, Ms. Novick,
 Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

The Standing Committee on **Teaching, Learning and Student Supports** met virtually on Thursday, October 22, 2020 at 5:00 p.m. in Room 410 at the Durkin Administration Building.

- _6. gb #8-356.1 - Administration/Miss McCullough/Miss Biancheria/Mr. Monfredo/Mr. O'Connell/Mr. Comparetto/Mr. Foley/Mayor Petty (February 13, 2019)

Dyslexia/Orton-Gillingham

Response of the Administration to the requests to:

- explore the feasibility of implementing the Orton-Gillingham model for dyslexic students for those students in need of specific services.
- provide a summary of the Orton-Gillingham model program.
- study the feasibility of implementing the cost of this program in the FY20 Budget
- study the feasibility of including students from outside the district, on a tuition basis, if a proposed program is established in the Worcester Public Schools.

Kay Seale, Manager of Special Education and Intervention Services, stated that Susan Gallagher and Erin Garvin, Special Education Department Heads have worked closely with their staff to coordinate extensive staff development training.

Ms. Gallagher outlined the proposed Multi-Sensory Institute for Education model, which is a comprehensive training for teachers and entails an interactive, hands on approach to working with students. She highlighted the following courses from the training manual which she felt would be great resources for teachers which are:

- Comprehensive course geared for kindergarten to second grade and
- Intermediate training specifically for grades 3 and up for remedial reading support.

Mrs. Seale spoke to the need for recruitment of 10-14 teachers as this is a very intensive training.

Mrs. Seale stated that these services are also provided to non-public, parochial and private schools as well as to homeschooled students.

Vice-Chairman Monfredo requested information on early identification screening and what work is being done to bridge the gap between kindergarten and grade one.

Ms. Garvin stated that based on last year's data, utilizing the screening tools for the kindergarteners benefitted the district more by doing it in the Spring after the students had some instructional time.

Mrs. Seale stated that another asset for the district is being able to target interventions based on those screenings in order to train teachers prior to Special Education services. Dr. O'Neil stated that parents and students had the opportunity to work on a tutorial with Massachusetts General Hospital during school closures.

Vice-Chairman Monfredo made the following motion:

Request that the Administration provide a report on the teacher training meeting with Massachusetts General Hospital that is scheduled to take place in December.

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

Mr. Foley was pleased to see the work done by the Administration since the January meeting when parents attended and voiced their opinions on alternatives for dyslexia training.

Chairman McCullough requested that a report be provided on the number of students who were flagged for the Mass General study and Dr. O'Neil stated that she would provide that information.

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

gb #9-313 -Mr. Monfredo/Miss Biancheria /Mr. Foley/Mr. O'Connell (September 17, 2019)

Two Year
Kindergarten 1
program/establish
committee for

Request that the Administration establish a committee by November to include early learning teachers to review the two year kindergarten 1 program for students who are four years old and lack the necessary readiness skills for school success.

Dr. O'Neil stated that the committee that was established will begin meeting next week in order to have a proposal for the budget.

Laurie Kuczka, Director of Head Start and Early Childhood Education, provided an update regarding low enrollment figures as a result of the shutdown. She stated that in March, 1,281 students in pre-school and Head Start and over 2,000 kindergarten students left the face to face model and went remote. She and Mr. Allen discussed ways in which to ensure that those children get the social, emotional and academic support to be prepared for first grade without being face to face. They also talked about the creation of a transitional kindergarten, a 2 year program for students who are not ready to move into grade 1. The program would be two-fold, not only would it help support social and emotional learning gaps, but also help move the cutoff date to September 1st. She stated that they looked at possibly moving the start date to November 1st one year, October 1st the next year and finally in year three to September 1st in order to not interfere with funding.

Vice-Chairman Monfredo made the following motions:

Request that the Administration consider establishing a 2 year kindergarten program for those students who are in need of service.

Request that the Administration consider moving the start date from December 31 to November 1 and then to September 1 by the 2022 school year.

Request that the Administration consider expanding the pre-school program to full day starting with two in each quadrant.

Request that the Administration provide a report on this item in late January.

On a roll call of 3-0, the motions were approved.

Mr. Foley made the following motion:

Request that the Administration study the feasibility of involving community partnerships to work with neighborhood schools and families to build parent skills and family capacity and to prepare their children for successful entrance into kindergarten.

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

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

NoticeAbility
Curriculum

gb #9-349 - Miss McCullough/Mr. Foley/Mr. Monfredo (October 14, 2019)

Request that the Administration invite educators who currently teach or train NoticeAbility Curriculum and consider implementing it for students with dyslexia.

Mrs. Seale stated that, due to current circumstances, there is no additional information to provide, but that a follow-up conversation with representatives from NoticeAbility will be forthcoming.

Chairman McCullough made the following motion:

Request that the item be held for a report in February.

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

gb #9-389 - Mr. Comparetto (November 13, 2019)

Ethnic Studies
Programming/
update on

Request that the Administration provide an update on the efforts of the Administration to create ethnic studies programming.

Colleen Kelly, Curriculum Liaison, provided information on the ethnic studies curriculum by stating that for the 2020-21 school year the following courses have been added:

- African American Studies as an elective at North High, South High, UPCS and Claremont Academy.
- African American Literature to the course catalogue as an ELA at Burncoat High School and
- Historia De Latin America to the course catalogue under Foreign Languages.

Chairman McCullough asked for information on the ongoing exploration to add more courses to which Ms. Kelly replied that the teachers meet quarterly to discuss lesson plans and ideas for new programming with the Social Studies Liaison.

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

gb #9-409 - Mr. Comparetto/Miss McCullough (November 26, 2019)

Teaching Tolerance/
culturally appropriate
Thanksgiving
programming

Request that the Administration review recommendations made by the organization Teaching Tolerance for culturally appropriate Thanksgiving programming.

Dr. O'Neil provided a list of resources available that will be provided to teachers in a weekly newsletter.

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

SCHOOL COMMITTEE ACTION

On a roll call of 7-0, the School Committee approved the action of the **Teaching, Learning and Student Supports** as stated as follows:

For the motion: Miss Biancheria Mrs. Clancey,
 Mr. Foley, Miss McCullough,
 Mr. Monfredo, Ms. Novick,
 Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

7. PERSONNEL

Appointment/
 Aides to the
 Physically
 Handicapped

- 0-3 The Superintendent has APPOINTED the persons named below to the position of Aide to the Physically Handicapped, permanent/fulltime at a salary of \$17.04 (minimum) to \$21.00 (maximum) per hour, from Civil Service List #320-034, effective as follows:

Bissonnette, Lori	9/28/2020
Cameron, Elaine	9/22/2020
Fortin, Manoucheka	10/20/2020
Raddi, Louis	9/22/2020
Sanchez, Cathyria	10/13/2020

Appointment/
 School Bus
 Attendants

- 0-4 The Superintendent has APPOINTED the persons named below to the position of School Bus Attendant, permanent at a salary of \$16.23 minimum per hour to \$18.08 maximum per hour, from Civil Service List #320-030, effective as follows:

Cassagnol, Marjorie	9/15/2020
Garcia, Elsy	9/22/2020
Hernandez, Julio	9/28/2020
Jimenez, Julio	9/16/2020
Jimenez, Liselotte	9/16/2020
Molina, Maria	9/22/2020
Nakollari, Eli	9/22/2020
Rivera, Maria	9/22/2020
Salinas De Portillo, Veronica	9/22/2020
Spahiu, Klodiana	9/16/2020
Zuniga, Jacqueline	9/22/2020

- 0-5 The Superintendent has provisionally APPOINTED the persons named below to the position of Junior Custodian, permanent/fulltime at a salary of \$16.54 (minimum) to \$21.05 (maximum), per hour, effective as shown: Appointment/
Junior Custodians

Buniowski, Edward	10/22/2020
Parda, Christopher	10/15/2020
Veras, Miguel	10/26/2020
Walker, Joseph	10/19/2020

- 0-6 The Superintendent has provisionally APPOINTED the persons named below to the position of Word Processor, permanent/fulltime at a salary of \$20.31 (minimum) to \$24.52 per hour (maximum) effective as shown: Appointment/
Word Processors

Dancy, Erica	9/21/2020
Parcher, Christine	3/10/2020
Selvitelli, Heather	10/13/2020

- 0-7 The Superintendent has provisionally APPOINTED the persons named below to the position of 52 week Word Processor, permanent/fulltime at a salary of \$19.02 (minimum) to \$23.52 per hour (maximum) effective as shown: Appointment/
52 Week Word Processors

Carrion, Bryanna	7/13/2020
Monserate, Michelle	7/6/2020
Riordan, Samantha	8/27/2020
Vasiliadis, Marcella	9/21/2020

- 0-8 The Superintendent has appointed the attached teacher positions for 2020-21. Appointment/Teachers

On a roll call of 7-0, the vote to file the Personnel items 0-3 to 0-8 was as follows:

For the motion: Miss Biancheria Mrs. Clancey, Mr. Foley, Miss McCullough, Mr. Monfredo, Ms. Novick, Mayor Petty	7
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Against the motion:	$\frac{0}{7}$
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The motion carried.

GENERAL BUSINESS

Fall Sports Season

gb #0-273.2 - Administration/Miss Biancheria

Response of the Administration to the motion to provide an update on the successes and challenges that took place during the Fall Sports Season.

On a roll call of 7-0, the item was accepted and filed.

COVID-19 and Remote Learning/
update on

8. gb #0-286.3 - Administration/Mayor Petty/
Miss Biancheria/Mrs. Clancey/
Ms. McCullough/Mr. Monfredo/
Ms. Novick
(October 29, 2020)

To provide a brief update on COVID-19 and remote learning.

Superintendent Binienda provided an update on the COVID-19 cases that have been reported from October 15th through the 28th. She indicated that there were 10 students, five staff members, four educators and one support personnel staff who were all remote.

Mr. Allen presented an update on the HVAC systems in school buildings. The work is being done by Honeywell which is a \$15 million dollar investment in the schools that began on October 9th and is scheduled to be completed on by February 26, 2021. He stated that the Administration is working to prioritize some of this work to allow for a group of the schools to open sooner to allow for in-person instruction for certain students.

Superintendent Binienda stated that the Administration recommends, based on Mr. Allen's presentation, that the School Committee approve the change in the date from November 16, 2020 to January 20, 2021 for the Group C students to return to the schools.

Mayor Petty stated that even though he would like students to return to the schools, he feels that it is not safe to do so until after the HVAC systems are completed. He further stated that the Superintendent, the City Manager and he will continue to meet with Honeywell to make sure they are

adhering to the dates of completion. He suggested that the Administration invite representatives from UMass to a School Committee Meeting to provide a report regarding the metrics, subgroups and prime areas of individuals who are contracting COVID-19.

Miss Biancheria made the following motion:

Request that the Mayor, the City Manager and the Superintendent provide a press conference in every media outlet possible, either on Friday, November 6, 2020 or Monday, November 9, 2020, to notify the community of the change in the date of when the students will be returning to school.

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

Mayor Petty also stated that the change will be posted on the website and community agencies will also be notified.

Mayor Petty made the following motion:

Request that the School Committee support the Superintendent's recommendation to postpone the date of November 16, 2020 to January 20, 2021 for students to return to school for in-person learning.

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

On a roll call of 7-0, the item was discussed and held for the meeting on December 3, 2020.

- | | | |
|----|---|----------------------------------|
| 9. | <u>qb #0-308.1</u> - Administration/Ms. Novick/
Mrs. Clancey/Ms. McCullough/
Mr. Monfredo
(October 19, 2020) | Student Enrollment/
update on |
|----|---|----------------------------------|

Response of the Administration to the request to provide an updated full student enrollment report for discussion of possible state advocacy regarding the FY22 budget.

Ms. Novick asked if the possible foundation budget decline of ten million dollars is due to the enrollment changes.

Mr. Allen stated that it's primarily attributed to the parents keeping Prek and K students home, the pandemic and the hybrid or remote models that all school districts are implementing. The district should be held harmless to last year's enrollment figures based on the FY21 foundation enrollment for the FY22 Budget.

Ms. Novick made the following motion:

Request that the Administration forward letters to the local delegation seeking support to hold harmless to last year's enrollment figures based on the FY21 foundation enrollment for the FY22 Budget.

On a roll call, the motion was approved as follows:

For the motion: Miss Biancheria Mrs. Clancey,	
Mr. Foley, Miss McCullough,	
Mr. Monfredo, Ms. Novick,	
Mayor Petty	7

Against the motion:	$\frac{0}{7}$
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The motion carried.

Superintendent Binienda stated that the Massachusetts National Association of School Superintendents sent a survey to all districts regarding enrollment figures and when she receives the report, she will share it with the School Committee.

On a roll call, the item was accepted and filed as follows:

For the motion: Miss Biancheria Mrs. Clancey,	
Mr. Foley, Miss McCullough,	
Mr. Monfredo, Ms. Novick,	
Mayor Petty	7

Against the motion:	$\frac{0}{7}$
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The motion carried.

10. gb #0-333 - - Mr. Monfredo/Mrs. Clancey/
Ms. McCullough/Ms. Novick/
Mayor Petty
(October 19, 2020) Recognition/
forward letter

Request that the Administration forward a letter of appreciation to the Worcester Bravehearts for their work with Carol Manning, the Health and Physical Education Liaison, in putting together a video on physical education activities for the elementary children to use on Fridays.

On a roll call, it was moved to forward a letter of appreciation to the Worcester Bravehearts as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

11. gb #0-334 - - Administration
(October 19, 2020) Rule 47 of the School
Committee Rules/
amendment to

To consider an amendment to Rule 47 of the School Committee Rules by changing the start time of the Open meeting as follows:

47. Regular meetings of the School Committee shall be held on the first Thursday and the third Thursday of the month and shall convene at 6:00 p.m., at a place so designated on the School Committee Agenda of business, unless by a majority vote, the School Committee determines another day, time and/or place.

On a roll call, the rule as amended was approved as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

Recognition/
set date

12. gb #0-335 - - Ms. McCullough/Mrs. Clancey/
Mr. Monfredo/Ms. Novick/
Mayor Petty
(October 22, 2020)

To set a date to recognize Chantale Zuzi, a student at Burncoat High School, for receiving the Women's initiative of Central Massachusetts 2020 Meridith D. Wesby Young Leader Award.

On a roll call, it was moved to set the date of Thursday, November 19, 2020 as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

Student Workload/
pandemic

13. gb #0-336 - Mrs. Clancey/Ms. McCullough/
Mr. Monfredo/Ms. Novick
(October 22, 2020)

Request that the Administration make certain that there is district consistency regarding workload assigned to students during remote learning to include work for both the school day and homework assignments.

Ms. Clancey suggested that the Administration ask the principals and teachers to be mindful of assigning too much homework to students especially in grades 7 to 12.

On a roll call the item was referred to the Administration as follows:

For the motion: Miss Biancheria Mrs. Clancey,
 Mr. Foley, Miss McCullough,
 Mr. Monfredo, Ms. Novick,
 Mayor Petty

7

Against the motion: $\frac{0}{7}$

The motion carried.

14. gb #0-337 - Miss Biancheria/Mrs. Clancey/
 Ms. McCullough/Mr. Monfredo
 (October 26, 2020) SAT Testing Sites/
 information on

Request that the Administration provide a report
 that includes the number of students, teachers,
 nurses and additional staff that participated in the
 SAT testing at the school sites.

On a roll call the item was referred to the
 Administration as follows:

For the motion: Miss Biancheria Mrs. Clancey,
 Mr. Foley, Miss McCullough,
 Mr. Monfredo, Ms. Novick,
 Mayor Petty

7

Against the motion: $\frac{0}{7}$

The motion carried.

15. gb #0- 338 - Administration
 (October 26, 2020) Prior Fiscal Year
 Payments

To approve the following prior fiscal year payments:

1. \$8,052.00 to a WPS teacher
2. \$451.26 to School Health Corporation
3. \$14.80 to Toshiba America Business
 Solutions
4. \$3,290 to 15 staff members at Lincoln Street
 School
5. \$493.52 to a WPS School Clerk
6. \$410.00 to Early's on Park Ave for towing
 expenses related to WPS vehicles
7. \$3,842.30 to the American Arbitration
 Association for various arbitrations

DEPARTMENT	REASON	AMOUNT
Human Resources/ Accounts Payable	American Arbitration Association Invoice #12449277	\$325.00
Human Resources/ Accounts Payable	American Arbitration Association Invoice #12551229	\$325.00
Human Resources/ Accounts Payable	Arbitrator Invoice for case #01-19-0002-4172	\$1,612.67
Human Resources/ Accounts Payable	Arbitrator Invoice for case #01-19-0001-9177	\$788.12
Human Resources/ Accounts Payable	Arbitrator Invoice for case #01-19-0002-4173	\$791.51

On a roll call, the item was approved as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

Donations 16. qb #0-339 - Administration
(October 26, 2020)

To approve the following donations in the amounts of:

- \$1,000 to Lincoln Street School from the Blackbaud Giving Fund/Boston Scientific.
- \$500.00 to Life Skills at Worcester Technical High School from Harvard Pilgrim Health Care
- \$500.00 for the arts programs at Worcester Arts Magnet School from a parent

On a roll call, the item was approved as follows:

For the motion: Miss Biancheria Mrs. Clancey,
 Mr. Foley, Miss McCullough,
 Mr. Monfredo, Ms. Novick,
 Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

17. gb #0-340 - Administration (October 26, 2020) Recognition/
 Brian Allen and Budget
 office staff

To recognize Brian Allen, Chief Financial and Operations Officer and the Budget office personnel for receiving the 2020-21 Meritorious Budget Award (MBA) for the 8th time from the Association of School Business Officials International (ASBO).

Superintendent Binienda congratulated Mr. Allen for having received the 2020-21 Meritorious Budget Award (MBA) for the 8th time and for the excellent job he does as the Chief Finance and Operations Manager.

On a roll call, Mr. Allen and the Budget Office was recognized as follows:

For the motion: Miss Biancheria Mrs. Clancey,
 Mr. Foley, Miss McCullough,
 Mr. Monfredo, Ms. Novick,
 Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

18. Mayor Petty suspended the rules to discuss the following item:

gb #0-286.3 - Administration/Mayor Petty/
 Miss Biancheria/Mrs. Clancey/
 Ms. McCullough/Mr. Monfredo/
 Ms. Novick
 (October 29, 2020) COVID-19 and Remote
 Learning/update

To provide a brief update on COVID-19 and remote learning.

Ms. Biancheria asked if the Administration has met with Durham School Services and the bus drivers regarding the changed date for the students to go back to school to which Superintendent Binienda replied that the Administration has already met with Mr. Shmuck and R.J. from Durham School Services and will continue to keep them updated on any changes.

Social Distancing/
review of

19. gb #0-341 - Miss Biancheria/Ms. McCullough/
Mr. Monfredo
(October 28, 2020)

Request that the Administration review the social distancing among students and staff to include the number of students in each classroom.

On a roll call, the item was accepted and filed as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

COVID-19
Procedures/review
of

20. gb #0-342 - Miss Biancheria/Mrs. Clancey/
Ms. McCullough/Mr. Monfredo
(October 28, 2020)

Request that the Administration review the procedures for teachers or students who test positive for COVID-19 and are attending schools.

Miss Biancheria stated that she would like to receive the procedures for teachers and/or students who test positive for COVID-19 that are in school.

Superintendent Binienda stated that the COVID-19 procedures were forwarded last week and she would forward them to the School Committee.

On a roll call the item was referred to the Administration as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

21. gb #0-343 - Miss Biancheria/Mr. Monfredo
(October 28, 2020)

November 16, 2020/
proposed number to
return to school

Request that the Administration provide the number of students that will be attending school, beginning November 16, 2020, to include the sites, the number of teachers and nurses and any additional staff that will be at the school sites.

On a roll call, the item was accepted and filed as follows:

For the motion: Miss Biancheria, Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

22. gb #0-344 - Administration
(October 28, 2020)

Appointment/Nurse

Request that the School Committee APPROVE the APPOINTMENT of the following provisional civil service employee as a School Nurse, effective as shown:

St. Laurent, Kathleen, Claremont Academy,
Bachelors, Step 3, \$54,757, effective August 27,
2020. Emergency License: School Nurse All
Levels

On a roll call, the item was approved as follows:

For the motion: Miss Biancheria, Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

FY22 Budgetary
Priorities/consider
setting

23. gb #0-345 - Ms. Novick/Mrs. Clancey/
Ms. McCullough/Mr. Monfredo
(October 28, 2020)

To set budgetary priorities for the fiscal year 2022
budget in line with the Worcester Public Schools'
strategic plan and recognizing likely fiscal
constraints.

Miss Biancheria requested that the item be referred to the
Standing Committee on Finance and Operation for further
discussion.

Mr. Foley made the following motion:

Request that the item be referred to the Administration to
develop a framework for the FY22 Budget.

On a roll call, the motion was approved as follows:

For the motion: Mrs. Clancey, Mr. Foley,
Miss McCullough, Mr. Monfredo,
Ms. Novick, Mayor Petty 6

Against the motion: Miss Biancheria $\frac{1}{7}$

The motion carried.

On a roll call, the item was referred to the
Administration as follows:

For the motion: Mrs. Clancey, Mr. Foley,
Miss McCullough, Mr. Monfredo,
Ms. Novick, Mayor Petty 6

Against the motion: Miss Biancheria $\frac{1}{7}$

The motion carried.

24. gb #0-346 - Ms. Novick/Mrs. Clancey/
Ms. McCullough/Mr. Monfredo
(October 28, 2020) 2021Advanced
Placement Exams/total
cost for

Request administration report on actual total cost to district families of 2021 Advanced Placement exams for consideration with the full committee's consideration of the first quarter budget report.

On a roll call, the item was referred to the Administration for a response for the November 19th meeting as follows:

For the motion: Miss Biancheria, Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

25. gb #0-347 - Ms. Novick/Mrs. Clancey/
Ms. McCullough
(October 28, 2020) Limited Admission
Programs/alternative
methods for accepting

Request administration propose for School Committee deliberation and decision alternative methods for determining admission to limited admission programs and schools in light of the lack of 2020 MCAS data.

On a roll call, the item was referred to the Administration as follows:

For the motion: Miss Biancheria, Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

- Seal of Biliteracy 26. gb #0-348 - Ms. Novick/Mrs. Clancey/
Ms. McCullough/Mr. Monfredo
(October 28, 2020)

Request administration report on if the change in assessment methods for this year's Seal of Biliteracy is expected to impact any Worcester Public students, and if so, what alternative methods the district might arrange.

Ms. Melendez-Quintero stated that the SEAL of Biliteracy team is working to create materials and resources to support students to prepare to take this Assessment of Performance or Proficiency in Languages exam remotely. The Administration will provide a live webinar to students and families on November 13th to provide information on how to qualify for the SEAL of the Biliteracy.

On a roll call, the item was accepted and filed as follows:

For the motion: Miss Biancheria, Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

- Outstanding Administrative Items 27. gb #0-349 - Administration
(October 28, 2020)

To consider filing a list of outstanding administrative items or motions.

On a roll call the item was accepted and filed as follows:

For the motion: Miss Biancheria, Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

28. gb #0-350 - Administration Grant/Innovation
(October 28, 2020) Pathway Planning

To accept the Innovation Pathway Planning Grant in the amount of \$25,000.

On a roll call, the item was approved as follows:

For the motion: Miss Biancheria, Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

29. gb #0-351 - Administration Donation/Google LLC
(October 28, 2020) and Amplified IT LLC

To accept a gift in the estimated amount of \$10,000 to provide distance learning consulting and technical deployment services to the WPS funded jointly by Google LLC and Amplified IT LLC.

On a roll call, the item was approved as follows:

For the motion: Miss Biancheria, Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

On a roll call of 7-0, the vote to adjourn the meeting at 9:00 p.m. was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

V. IMMEDIATE ACTION
Administration/Ms. McCullough/
Mrs. Clancey/Mr. Monfredo/
Ms. Novick/Mayor Petty
(November 10, 2020)

CURRENT ITEM - gb #0-335.1
S.C. MEETING - 11-19-20

1ST ITEM gb #0-335 S.C.MTG. 11-5-20
2ND ITEM gb #0-335.1 S.C.MTG. 11-19-20

ITEM:

To recognize Chantale Zuzi, a student at Burncoat High School, for receiving the Women's initiative of Central Massachusetts 2020 Meridith D. Wesby Young Leader Award.

ORIGINAL ITEM: Ms. McCullough/Mrs. Clancey/Mr. Monfredo/Ms. Novick/Mayor Petty
(October 22, 2020)

To set a date to recognize Chantale Zuzi, a student at Burncoat High School, for receiving the Women's initiative of Central Massachusetts 2020 Meridith D. Wesby Young Leader Award.

PRIOR ACTION:

11-5-20 - Set the date of Thursday, November 19, 2020.

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Recognize.

V. IMMEDIATE ACTION
Administration
(November 10, 2020)

ITEM - gb #0-353
S.C. MEETING - 11-19-20

ITEM:

To consider input from the School Committee's student representatives.

1. Request that the School Committee consider paying for the 2021 AP Exams. (Fatimah Daffaie)
2. Request that the Administration consider sharing weekly student check-in survey responses with the School Committee. (Jasmine Owusu)

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

1. Refer to the Standing Committee on Finance and Operations.
2. Refer to the Standing Committee on School and Student Performance.

VI. REPORT OF THE SUPERINTENDENT
Administration/Administration
(November 10, 2020)

CURRENT ITEM - ros #0-11.1
S.C. MEETING - 11-19-20

1ST ITEM	ros #0-11	S.C.MTG. 11-5-20
2ND ITEM	ros #0-11.1	S.C.MTG. 11-19-20

ITEM:

Response of the Administration to the request to provide the theories regarding the low math scores in grades 4, 5 and 6.

ORIGINAL ITEM: Administration (October 21, 2020)

FALL 2020 BASELINE ASSESSMENTS OF STUDENT ACADEMIC DATA

PRIOR ACTION:

- 10-15-20 - gb #0-319 - Mr. Monfredo (October 5, 2020)
Request that the Administration provide a report on the ways the district is assessing academic growth based on the loss of learning time that occurred in the Spring and indicate what the plan is moving forward.
- 11-5-20 - Christina. Kuriacose, Acting Director of School and Student Performance, presented the Fall 2020 Baseline Assessments of Student Academic Data. She stated that, according to the district benchmarks, the students are performing at or above the same level as 40 percent of their peers in the same grade. The state benchmarks were set using the first year of next generation math data so the link between STAR and MCAS and those state benchmarks that are in the system might be a little tenuous, especially for different grades as they've adopted the next generation test. STAR assessments can be used to monitor progress and make sure that students are growing throughout the year, but it must be pointed out that the assessment was done remotely this year so it makes it difficult to compare between years.
(Continued on page 2.)

BACKUP:

Theories on the grade 4, 5 and 6 mathematics baseline data for fall 2020 include consideration of the impact of assessing on the computer from home including possible distractions; students possibly clicking through answers versus working out problems in a non-school supervised environment; whether students worked out problems on paper and checked their work and student adeptness at using technology tools to mark up or break up word problems.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file the motion.

PRIOR ACTION (continued)

11-5-20 - (continued) She explained that Lexia is being used with the elementary students that allows the district to get a different predictor at the beginning of every month. The Administration will be monitoring the predictor level changes based on usage of the platform. She also stated that there have been social and emotional check-ins with both students and parents and questions regarding students' ability to focus on school remotely. The last piece of data that was presented focused on attendance. The Friday attendance drop is something that the Administration is continuing to look into to make sure that it is actually reflecting the attendance rate not just students missing a check in. Superintendent Binienda stated that the check-in time on Fridays seems to be too early and the Administration is looking into different options. Mr. Monfredo asked if the Administration has considered either using the vacation weeks or reaching out to social agencies to provide additional help to students. Superintendent Binienda stated that due to Budget constraints the Administration has not looked into using the vacation weeks for extra help. She also stated that the Worcester Public Library offers free tutoring for students and the Administration would call other community agencies to see if they could assist in providing extra help to students. Ms. McCullough asked if there is a difference between the remote learning attendance and the in-person attendance on Fridays to which the Superintendent stated that she would provide the data at a later date. Mr. Foley asked if the Administration would be willing to add a question to the student survey in order to gauge any mental health issues regarding whether or not students are feeling connected to their peers or struggling at home. Superintendent Binienda stated that some of schools have added follow-up questions to the questions on the survey. One example is as follows: "Is there a person you would like to talk to?" Students indicated that they would like to speak to either a teacher, school psychologist, staff member or the guidance counselor. Ms. Novick asked if the Administration has any theories as to what's going on with math in grades 4, 5 and 6. Superintendent Binienda stated that she would provide a report at the next School Committee Meeting regarding the low scores in math in grade 4, 5 and 6. Student Representative Fatimah Daffaie asked if there were less students in the morning than the afternoon who utilized the extra help period. Superintendent Binienda stated that the extra help period will start in December on Tuesdays and Thursdays during independent time and on Fridays. She indicated that she will provide a report to the School Committee, once the program has been established, on the number of students and the time of day they are accessing the extra help. On a roll call of 7-0, items gb #0-319 and ROS #0-11 were accepted and filed.

VI. REPORT OF THE SUPERINTENDENT
Administration
(November 10, 2020)

ITEM - ros #0-12
S.C. MEETING - 11-19-20

ITEM:

SELF EVALUATION, GOALS AND BENCHMARKS OF THE SUPERINTENDENT FOR
2020-21

PRIOR ACTION:

BACKUP:

Annex A (5 pages) contains a copy of the Superintendent's Self-Assessment.
Annex B (5 page) contains a copy of the Superintendent's 2020-21 Goals.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve the Goals and Benchmarks.



Superintendent's Performance Rating for Standard I: Instructional Leadership

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
<i>Check one box for each indicator and circle the overall standard rating.</i>				
I-A. Curriculum: Ensures that all instructional staff design effective and rigorous standards-based units of instruction consisting of well-structured lessons with measureable outcomes.	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
I-B. Instruction: Ensures that practices in all settings reflect high expectations regarding content and quality of effort and work, engage all students, and are personalized to accommodate diverse learning styles, needs, interests, and levels of readiness.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I-C. Assessment: Ensures that all principals and administrators facilitate practices that propel personnel to use a variety of formal and informal methods and assessments to measure student learning, growth, and understanding and make necessary adjustments to their practice when students are not learning.	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
I-D. Evaluation: Ensures effective and timely supervision and evaluation of all staff in alignment with state regulations and contract provisions.	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
I-E. Data-Informed Decision Making: Uses multiple sources of evidence related to student learning—including state, district, and school assessment results and growth data—to inform school and district goals and improve organizational performance, educator effectiveness, and student learning.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Overall Rating for Standard I (Circle one.)	The education leader promotes the learning and growth of all students and the success of all staff by cultivating a shared vision that makes powerful teaching and learning the central focus of schooling.			

Unsatisfactory

Needs Improvement

Proficient

Exemplary

Comments and analysis (recommended for any overall rating; required for overall rating of *Exemplary*, *Needs Improvement* or *Unsatisfactory*):

Especially during these COVID times, it is important that the district focus on instruction and data informed decision making. The district will be using multiple sources of evidence to inform student learning. The assessment schedule and documents was presented to the School Committee at the November 5, 2020 Meeting. Educators and school administrators are being continuously trained and monitored to ensure strategies and practices meet the needs of all learners. Evidence of these standards being met will be presented with Superintendent's Student Learning Goal.

Examples of evidence superintendent might provide:

- | | | |
|---|---|---|
| <input type="checkbox"/> Goals progress report | <input type="checkbox"/> Analysis of staff evaluation data | <input type="checkbox"/> Relevant school committee meeting agendas/materials |
| <input type="checkbox"/> Analysis of classroom walk-through data | <input type="checkbox"/> Report on educator practice and student learning goals | <input type="checkbox"/> Analysis of leadership team(s) agendas and/or feedback |
| <input type="checkbox"/> Analysis of district assessment data | <input type="checkbox"/> Student achievement data | <input type="checkbox"/> Protocol for school visits |
| <input type="checkbox"/> Sample of district and school improvement plans and progress reports | <input type="checkbox"/> Analysis of student feedback | <input type="checkbox"/> Other: _____ |
| | <input type="checkbox"/> Analysis of staff feedback | |



Superintendent's Performance Rating for Standard II: Management and Operations

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
<i>Check one box for each indicator and circle the overall standard rating.</i>				
II-A. Environment: Develops and executes effective plans, procedures, routines, and operational systems to address a full range of safety, health, emotional, and social needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
II-B. Human Resources Management and Development: Implements a cohesive approach to recruiting, hiring, induction, development, and career growth that promotes high-quality and effective practice.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
II-C. Scheduling and Management Information Systems: Uses systems to ensure optimal use of data and time for teaching, learning, and collaboration, minimizing disruptions and distractions for school-level staff.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
II-D. Law, Ethics, and Policies: Understands and complies with state and federal laws and mandates, school committee policies, collective bargaining agreements, and ethical guidelines.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
II-E. Fiscal Systems: Develops a budget that supports the district's vision, mission, and goals; allocates and manages expenditures consistent with district- and school-level goals and available resources.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Overall Rating for Standard II (Circle one.)	The education leader promotes the learning and growth of all students and the success of all staff by ensuring a safe, efficient, and effective learning environment, using resources to implement appropriate curriculum, staffing, and scheduling.			

Unsatisfactory

Needs Improvement

Proficient

Exemplary

Comments and analysis (recommended for any overall rating; required for overall rating of *Exemplary*, *Needs Improvement* or *Unsatisfactory*):

The WPS Chief Diversity Officer is working with the Superintendent to review policies and procedures for bias and aligning the district work to meet the goals of the WPS Strategic Plan in the area of recruiting, hiring and retention of a diverse staff.

The closing of many businesses during the COVID -19 shutdown has resulted in losses to revenue in the MA state budget. As a result, SOA funding was not possible for the 20-21 school year. The state budget for 20-21 has not been passed at this time. The WPS must balance a \$1.2 million budget deficit in the next two weeks. Fiscal shortages are expected for the 21-22 school year.

Evidence of these standards being met will be presented with District Improvement Goals 1 and 3.

Examples of evidence superintendent might provide:

- | | | |
|---|---|---|
| <input type="checkbox"/> Goals progress report | <input type="checkbox"/> Analysis of student feedback | <input type="checkbox"/> Relevant school committee meeting agendas/minutes/materials |
| <input type="checkbox"/> Budget analyses and monitoring reports | <input type="checkbox"/> Analysis of staff feedback | <input type="checkbox"/> Analysis and/or samples of leadership team(s) schedule/agendas/materials |
| <input type="checkbox"/> Budget presentations and related materials | <input type="checkbox"/> Analysis of safety and crisis plan elements and/or incidence reports | <input type="checkbox"/> Other: _____ |
| <input type="checkbox"/> External reviews and audits | | |
| <input type="checkbox"/> Staff attendance, hiring, retention, and other HR data | | |

Superintendent's Performance Rating for Standard III: Family and Community Engagement



Annex A
ROS #0-12
Page 3

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
<i>Check one box for each indicator and circle the overall standard rating.</i>				
III-A. Engagement: Actively ensures that all families are welcome members of the classroom and school community and can contribute to the effectiveness of the classroom, school, district, and community.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
III-B. Sharing Responsibility: Continuously collaborates with families and community stakeholders to support student learning and development at home, school, and in the community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
III-C. Communication: Engages in regular, two-way, culturally proficient communication with families and community stakeholders about student learning and performance.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
III-D. Family Concerns: Addresses family and community concerns in an equitable, effective, and efficient manner.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Overall Rating for Standard III (Circle one.)	The education leader promotes the learning and growth of all students and the success of all staff through effective partnerships with families, community organizations, and other stakeholders that support the mission of the district and its schools.			

Unsatisfactory

Needs Improvement

Proficient

Exemplary

Comments and analysis (recommended for any overall rating; required for overall rating of *Exemplary*, *Needs Improvement* or *Unsatisfactory*):

During the 20-21 school year, the Superintendent responded to families' questions and remote learning feedback at 6 open forums. Two of the forums were also conducted in Spanish and one was for students. Interpretation was provided in multiple languages.

The need continues for the Superintendent and school leadership to engage in regular, two-way communication with families and staff. During September 2020, WPS staff participated in 12 days of training which included communication to families and engagement strategies for students. Especially in these COVID times, with students in remote learning at this time and hybrid in the future, it is important that schools/classrooms are welcoming to families and community members. Many avenues of communication need to be used, including social media.

Evidence of these standards being met will be presented with District Improvement Goal 2.

Examples of evidence superintendent might provide:

- | | | |
|--|---|---|
| <input type="checkbox"/> Goals progress report | <input type="checkbox"/> Sample district and school newsletters and/or other communications | <input type="checkbox"/> Analysis of survey results from parent and/or community stakeholders |
| <input type="checkbox"/> Participation rates and other data about school and district family engagement activities | <input type="checkbox"/> Analysis of school improvement goals/reports | <input type="checkbox"/> Relevant school committee presentations and minutes |
| <input type="checkbox"/> Evidence of community support and/or engagement | <input type="checkbox"/> Community organization membership/participation/contributions | <input type="checkbox"/> Other: __ |

Superintendent's Performance Rating for Standard IV: Professional Culture

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
<i>Check one box for each indicator and circle the overall standard rating.</i>				
IV-A. Commitment to High Standards: Fosters a shared commitment to high standards of service, teaching, and learning with high expectations for achievement for all.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
IV-B. Cultural Proficiency: Ensures that policies and practices enable staff members and students to interact effectively in a culturally diverse environment in which students' backgrounds, identities, strengths, and challenges are respected.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
IV-C. Communication: Demonstrates strong interpersonal, written, and verbal communication skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
IV-D. Continuous Learning: Develops and nurtures a culture in which staff members are reflective about their practice and use student data, current research, best practices, and theory to continuously adapt practice and achieve improved results. Models these behaviors in his or her own practice.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
IV-E. Shared Vision: Successfully and continuously engages all stakeholders in the creation of a shared educational vision in which every student is prepared to succeed in postsecondary education and become a responsible citizen and global contributor.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
IV-F. Managing Conflict: Employs strategies for responding to disagreement and dissent, constructively resolving conflict and building consensus throughout a district or school community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall Rating for Standard IV (Circle one.)	The education leader promotes the learning and growth of all students and the success of all staff by nurturing and sustaining a districtwide culture of reflective practice, high expectations, and continuous learning for staff.			

Unsatisfactory

Needs Improvement

Proficient

Exemplary

Comments and analysis (recommended for any overall rating; required for overall rating of Exemplary, Needs Improvement or Unsatisfactory):

The District began training educational, support and leadership staff on Culturally Responsive Practices during the 19-20 school year. The work is expanded to additional schools and staff during the 20-21 school year. As Superintendent, I am committed to providing time, resources and support to build cultural proficiency.

Evidence of these standards being met will be presented with Superintendent's Professional Practice Goal, Student Learning Goal and the District Improvement Goal 4.

Examples of evidence superintendent might provide:

- | | | |
|--|--|---|
| <input type="checkbox"/> Goals progress report | <input type="checkbox"/> School visit protocol and sample follow-up reports | <input type="checkbox"/> School committee meeting agendas/materials |
| <input type="checkbox"/> District and school improvement plans and reports | <input type="checkbox"/> Presentations/materials for community/parent meetings | <input type="checkbox"/> Sample of leadership team(s) agendas and materials |
| <input type="checkbox"/> Staff attendance and other data | <input type="checkbox"/> Analysis of staff feedback | <input type="checkbox"/> Analysis of staff feedback |
| <input type="checkbox"/> Memos/newsletters to staff and other stakeholders | <input type="checkbox"/> Samples of principal/administrator practice goals | <input type="checkbox"/> Other: _____ |

Goal	Action Benchmarks	Evidence/Outcomes
<p>Professional Practice Goal:</p> <p>Starting in August 2020, participate in ongoing professional learning opportunities to further develop my leadership skills and to inform district decisions.</p>	<ol style="list-style-type: none"> 1. Attend Urban Superintendents Monthly meetings and tri-annual conferences. 2. Participate in AVID National Board Meetings. 3. Participate in National College Board Meetings. 4. Engage in district professional learning opportunities on culturally responsive practices, leading for access and equity, Collaborative Problem Solving, Universal Design for Learning and training on student resilience and trauma informed practices. 	<ul style="list-style-type: none"> • Meeting Dates • Agendas • Powerpoints • Resources • Related action steps • DESE Diversity Network meetings and agendas • District membership to Massachusetts Partnership for Diversity in Education
<p>Student Learning Goal:</p> <p>By June 2021, use data to identify achievement gaps and implement improvement practices and resources to support learning for each student.</p>	<ol style="list-style-type: none"> 1. Analyze achievement data for all sub-group performance, especially in Math, and use findings to adjust professional practice throughout the 2020-2021 school year. 2. Empower district and school based teams to plan, adapt as needed and implement standards based units. 3. Monitor and support professional learning opportunities for staff to impact student learning outcomes. 	<ul style="list-style-type: none"> • 2020-21 data analysis charts • Network observation form • Content in Google classrooms • Targeted professional learning opportunities including specially designed instruction in the area of supplemental math curriculum and the preschool math initiative to improve outcomes for students with disabilities and multilingual learners.

<p><i>District Improvement Goal 1:</i></p> <p>Throughout the 2020-2021 school year, develop a plan for staff recruitment and retention and implement strategies that will increase access to well qualified, diverse professional candidates.</p>	<ol style="list-style-type: none"> 1. Collaborate with the Chief Diversity Officer to evaluate baseline data, set district-specific goals and establish strategies by December 2020. 2. Meet bi-monthly with the Superintendent's Diversity Committee to monitor the implementation and progress of the diversity plan beginning November 2020. 3. Continue to network with community groups bi-monthly to enhance recruitment and retention efforts beginning in August 2020. 4. Establish a plan to increase diversity among ESL teachers by providing ESL MTEL prep course by January 2021. 5. Establish a partnership with Worcester State University's ESL Masters Program to prepare ESL teachers through June 2022. 6. Provide high-quality professional learning for 26 educators through the Bilingual Education Certificate Program at Boston College by June 2021. 7. Recruit and support district instructional and administrative staff participating in the WSU/WPS Administrative Cohort and JET Programs from September 2020 through June 2021. 8. Develop and implement the second annual multilingual conference to advance, celebrate and promote multilingualism in the community. 	<ul style="list-style-type: none"> • Number of diverse qualified applicants for WPS positions that are interviewed and/or hired • List of outreach and network contacts for recruitment • Number of bilingual educators who have earned the Bilingual Endorsement • Community meeting dates and participants • Calendar of Superintendents Diversity Committee meeting dates and agendas • Number of diverse WPS staff who are successfully enrolled and participating in the Worcester State University partnerships • Attendance and program from the Multilingual Conference • Number of staff attending affinity meetings
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	9. Establish a planning group to expand opportunities for affinity groups such as RealTalk meetings for WPS staff beginning October 2020.	
<p>District Improvement Goal 2:</p> <p>Through the 2020-2021 school year, create a school and district community environment that promotes two-way communication with families and provides resources for effective student learning and performance.</p>	<p>1. Expand family support for remote learning, technology literacy and access by:</p> <ul style="list-style-type: none"> A. providing multilingual print and video tutorials of digital learning tools; B. conducting live, multilingual technology demonstrations and webinars; C. offering webinars on curriculum, tools and resources; D. providing digital drop-in and call in hours for families and hosting on site technology drop-ins; E. collaborating with community groups and holding technology training sessions for community caregivers; F. continuing to revise and add to Caregivers Tech Academy website; and G. monitor connectivity and device access for students. <p>2. Expand supports and engagement strategies for multilingual families:</p> <ul style="list-style-type: none"> A. attend DESE-sponsored trainings for family leaders; 	<ul style="list-style-type: none"> • Number and content of multilingual videos for family engagement • Participation number in family engagement events • Attendance at collaborative community events • Number of parents volunteering for leadership roles in parent leadership groups • Family engagement and community partnership framework document • Family and student surveys • ESL and principals' newsletters that highlight tips for working with multilingual families • Community meeting agendas and resources • Copy of webinars and training resources • Caregiver's Academy Website dashboard • Parent Portal login data

	<p>B. continue to scaffold leadership opportunities for ELPAC parents/guardians to organize and advocate for their children beginning November 2020 through summer 2021;</p> <p>C. continue to meet with community organizations to expand our network and provide additional support to our multilingual learners and their families beginning August 2020 through Summer 2021 and</p> <p>D. Consult with Ensemble Learning beginning October 2020 to create a family engagement framework for district and school leaders to work with multilingual families that includes resources and partnership opportunities.</p> <p>3. Continue to conduct and participate in virtual forums to share school updates and solicit family and community feedback beginning July 2020 through Summer 2021.</p> <p>4. Expand access to student information, including student assessment data, through the Parent Portal by January 2021.</p>	
<p>District Improvement Goal 3:</p> <p>By June 2021, develop an annual budget that is aligned with the Strategic Plan and ensures equitable and efficient distribution of resources.</p>	<p>1. Review Governor's proposed budget and goals of the WPS Strategic Plan beginning January 2021.</p>	<ul style="list-style-type: none"> • 2021-2022 WPS Annual Budget Book • Strategic Plan timelines and goals

	<p>2. Meet with school and district leaders to identify school and district needs beginning February 2021.</p> <p>3. Attend and participate in allocation meetings with principals and district leadership beginning February 2021.</p> <p>4. Meet with local/ state elected government representatives to lobby for equitable funding beginning December 2020.</p> <p>5. Organize and participate in community budget forums beginning April 2021.</p> <p>6. Present school budget at School Committee Meetings and at City Council Budget Meetings in June 2021.</p>	<ul style="list-style-type: none"> • Community forum dates and powerpoints • Calendar dates and agenda for legislative meetings • School Committee presentation
<p><i>District Improvement Goal 4:</i></p> <p>By June 2021, create a learning environment that reduces barriers through use of the frameworks of Culturally Responsive Teaching, Universal Design for Learning, and strength-based decision making.</p>	<p>1. Partner with national leaders to provide professional learning opportunities for district leadership, school leadership and school staff in Collaborative Problem Solving, Culturally Responsive Practices, Leading with Access and Equity, Universal Design for Learning, and Strength Based Decision Making through the 2020-2021 school year.</p> <p>2. Engage in monthly, school-based Network Meetings to analyze school data, collaborate with grade level colleagues, calibrate expectations, and monitor school culture, climate and practices.</p>	<ul style="list-style-type: none"> • Student, family and staff surveys • Network agendas, training materials, walkthrough tools and meeting dates • List of targeted professional learning opportunities including the number of offerings, number of participants and training materials

Committee Members

Tracy O'Connell-Novick, Chairman
Dianna Biancheria, Vice-Chairman
Laura Clancey

AGENDA #3
SSP
11-7-20
Page 1

A C T I O N S

The Standing Committee on School and Student Performance met virtually at 6:03 p.m. on Monday, November 9, 2020 in Room 410 at the Durkin Administration Building.

There were present: Chairman Novick, Vice-Chairman Biancheria and Mrs. Clancey

Representing Administration: Superintendent Binienda, Dr. Friel, Ms. Kuriacose and Dr. O'Neil

Others in attendance: Karrie Allen, Karen Allen, P. Padilla, S. Parretti, S. Petrella, A. Plant and S. Resendes

gb #0-228 - Administration (July 6, 2020)

To consider review of the following Innovation Schools Annual Evaluations:

Chandler Magnet School

Claremont Academy

Goddard Scholars Academy at Sullivan Middle School

Goddard School of Science and Technology

Woodland Academy

Academy of Science, Technology and Health at Worcester East Middle School

Worcester Technical High School and

University Park Campus School

Principals from Goddard School of Science and Technology, Worcester Technical High School and Woodland and Claremont Academies spoke to some aspects of their respective Innovation Plans.

Dr. Karrie Allen, Principal of Goddard School of Science and Technology touched on the following:

- the autonomy provided to the school by district leaders
- professional development
- literacy and math
- Envision
- Special Education
- hiring practices and
- attendance

Siobhan Petrella, Principal of Worcester Technical High School presented the following highlights from its plan:

- STEM focused curriculum
- rigor for college readiness
- collaboration with higher education on Articulation Agreements
- creation of demos for students and parents
- staffing
- collaboration with AVID
- graduation rates
- common planning time
- senior year co-ops
- equity and equality issues and
- entrepreneur curriculum

Patricia Padilla, Principal of Woodland Academy along with Assistant Principals Karen Allen and Suzanna Resendes and teacher Sherilynne Parretti spoke to the following:

- dual language-one way program
- American Reading Curriculum
- second hand trauma
- Title III (Second Language Learners)
- alignment with Claremont Academy
- 100% staffing of ESL teachers
- second language as an asset
- bilingual endorsement
- wraparound coordinators and
- staff involvement

Angela Plant, principal of Claremont Academy highlighted the following:

- diverse staff
- honors program Grade 7-12
- My Path curriculum
- partnership with Clark University
- weekly health and guidance meetings
- CSI (College Success Initiative)
- tutoring by Holy Cross students
- Career Day
- Friday attendance and
- grocery and Chromebook distribution

ANNEX A

AGENDA #3

SSP

11-7-20

Page 3

All four principals also alluded to the fact that since the shutdown, the schools have found innovative ways to help keep their students engaged. Many of them have found that the Friday attendance is problematic. They are continuing to look at ways to address that issue. Keeping in constant contact with parents/guardians has been a priority for all of the schools.

On a roll call of 3-0, the meeting was adjourned at 7:45 p.m.

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

PERSONNEL ITEMS

0-12

New Hire Teachers 2020-2021 for SC

Meeting on 11-19-20

LName	FName	Location	Contract_Disc	Status	Hire_Date	Degree	Step
Johnson	Shelese	Worcester Technical High	Vocational Education	Acting - 1 Year	02-Nov-20	VL 6	8
Margarit	Joan Coll	Roosevelt	Bilingual	Acting - 1 Year	10-Nov-20	BA	8
Nieves	Richard	Grafton Street	ESL	Acting - 1 Year - Waiver	02-Nov-20	BA	7
Pytlik	Caitlin	Systemwide	Special Education	Acting - 1 Year	29-Oct-20	MA	1

0-13

Teacher Resignations and Retirements for SC

Meeting on 11-19-20

LName	FName	Location	Title	Contract_Disc	Status	Exit_Date
Degon	Deanna	Systemwide	Teacher	Art	Resigned	14-Oct-20
Donoian	Linda	Systemwide	Teacher	Special Education	Retired	16-Oct-20
Ford	Rosemary	Union Hill	Teacher	Elementary	Retired	04-Oct-20
Jarvis	Maureen	Thorndyke Road	Teacher	Elementary	Retired	01-Oct-20
Lemieux	Beth	Forest Grove Middle School	Teacher	Mathematics	Retired	02-Oct-20
McConville	David	Francis J. Mcgrath Elementary	Teacher	Elementary	Retired	14-Oct-20
Oliva	Thomas	Forest Grove Middle School	Teacher	Industrial Arts	Retired	18-Oct-20
Pihl	Donna	Systemwide	Teacher	Special Education	Resigned	08-Oct-20
Polak	Vanessa	Union Hill	Teacher	ESL	Resigned	09-Oct-20
Rice	Jacqueline	Norrback Avenue	Teacher	Special Education	Resigned	16-Oct-20
Rocheleau-Demers	Marie	Worcester Technical High	Teacher	Vocational Education	Resigned	02-Oct-20
Senior	Kathleen	Doherty High School	Teacher	Special Education	Retired	31-Oct-20

X. GENERAL BUSINESS
Administration/Ms. Novick/
Mrs. Clancey/Ms. McCullough
(November 3, 2020)

CURRENT ITEM - gb #0-290.2
S.C. MEETING - 11-19-20

1ST ITEM	gb #0-290 S.C.MTG. 9-17-20
2ND ITEM	gb #0-290.1 S.C.MTG. 10-1-20
3 RD ITEM	gb #0-290.2 S.C.MTG. 11-19-20

ITEM:

Response of the Administration to the request to clarify under what circumstances students will be suspended during remote learning and what suspension will consist of during that time.

ORIGINAL ITEM: Ms. Novick/Mrs. Clancey/Ms. McCullough (September 9, 2020)

Request that the Administration clarify under what circumstances students will be suspended during remote learning and what suspension will consist of during that time.

PRIOR ACTION:

10-1-20 - Ms. Novick stated that she would like the item held for a more detailed report regarding ways in which a student could be expelled during the remote learning days.
Mayor Petty suggested that the item be held and brought back prior to November 19, 2020.
On a roll call of 7-0, the item was held.

BACKUP: Annex A (1 page) contains the Administration's response to the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.

The Principals received discipline training prior to the start of the 2020-2021 school year. The training included the underlying principle that out-of-school suspensions during periods of remote learning should be a last resort and only utilized for serious offenses. This training is consistent with state law, Massachusetts General Laws Chapter 37 ¾ H, which provides that Principals must exercise discretion when making disciplinary decisions, consider ways to re-engage the student in the learning process, and avoid using expulsion as a consequence until other remedies and consequences have been employed. The training also discussed the enhanced obligation of Principals to collaborate with families who are struggling with a student's behavior during remote learning and to provide resources to families to keep students engaged and focused.

As an alternative to an out-of-school suspension during remote learning, Principals are encouraged to allow students to continue to participate in remote learning sessions, with measures put into place as appropriate to address the behavior (i.e. requiring the student to keep his/her video camera off during the session). In egregious cases where a student has infringed upon the rights of other students at school or significantly disrupted remote learning, the student may be removed from the remote learning platform and provided with learning packets and tutoring. In every case where a student is given a suspension, he/she will be provided with the opportunity to make academic progress.

Please note that it is extremely unlikely that a student would be expelled during remote learning, as the grounds for expulsion are limited to M.G.L. Chapter 37 H (possessing drugs or weapons at school or assaulting an educational staff person) or pursuant to M.G.L. Chapter 37 H1/2 (felony charge resulting in a finding that the student's continued presence at school poses a substantial disruption).

X. GENERAL BUSINESS
Administration/Ms. Novick/
Mrs. Clancey/Ms. McCullough/Mr. Monfredo
(November 10, 2020)

CURRENT ITEM - gb #0-346.1
S.C. MEETING - 11-19-20

1ST ITEM	gb #0-346	S.C.MTG. 11-5-20
2ND ITEM	gb #0-346.1	S.C.MTG. 11-19-20

ITEM:

Response of the Administration to the request to provide a report on actual total cost to district families of the 2021 Advanced Placement exams for consideration with the full committee's consideration of the first quarter budget report.

ORIGINAL ITEM: Ms. Novick/Mrs. Clancey/Ms. McCullough/Mr. Monfredo
(October 28, 2020)

Request administration report on actual total cost to district families of 2021 Advanced Placement exams for consideration with the full committee's consideration of the first quarter budget report.

PRIOR ACTION:

11-5-20 - On a roll call of 7-0, the item was referred to the Administration for a response for the November 19th meeting.

BACKUP:

As in years past, regular exams are \$92. Our district qualifies for free and reduced lunch with brings the cost to \$52.

This year \$75,000 is in the Title IV account to support funding exam fees. In the past, the cost has also been subsidized by MIE for ELA, Math, and Science exams. Last year, the cost was also subsidized by the district and there was no cost to students.

We do not have a final cost for students at this time. More information will be shared after January, 2021.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.

ITEM:

To approve the following prior fiscal year payments:

1. \$8,304 for tuition owed to the Assabet Valley Collaborative
2. \$6,906.80 to The Whitney Academy, Inc.
3. \$5,730 to LearnWell
4. \$247.92 to two Special Education staff members
5. \$18,121.36 to Southern Worcester Educational Collaborative

PRIOR ACTION

BACKUP:

1. PO was closed in error before fiscal responsibility of student was determined.
2. The out of district tuition requisition was received after the fiscal year (2019-20) was closed.
3. The district received an invoice statement for services rendered during (2018-19). Through an internal audit LearnWell realized that they had not submitted these invoices for payment during these fiscal years and submitted a statement of account for payment.
4. The requisitions were submitted for payment on 4/20/20 and were returned due to discrepancies regarding reimbursement for meals. The two special education staff attended the (2020) Assistive Technology Industry Association Conference on 1/29/20-1/31/20 and were not reimbursed for their meals which included breakfast and dinner.
5. The out of district tuition was received for payment after the fiscal year (2019-20) closed.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

X. GENERAL BUSINESS
Administration/Mrs. Clancey/Ms. McCullough/
Mayor Petty
(November 4, 2020)

ITEM - gb #0-355
S.C. MEETING - 11-19-20

ITEM:

To set a date to recognize University Park Campus School for ranking #57 in Massachusetts High Schools out of 1,368 in National Rankings by U.S. News and World Report for its performance on state tests, graduation rates and preparation of their students for college.

PRIOR ACTION

BACKUP:

Annex A (4 pages) contains a copy of the report published in U.S. News and World Report.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Set the date of Thursday, December 3, 2020.



University Pk Campus School

12 Freeland Street, Worcester, Massachusetts | (508) 799-3591

#1,368 in National Rankings

Overall Score 92.31/100

QUICK STATS

Grades	7-12
Total Enrollment	151
Student-Teacher Ratio	13:1

Overview

Student Body

Test Scores

Map

Overview of University Pk Campus School

University Pk Campus School is ranked 57th within Massachusetts. Students have the opportunity to take Advanced Placement® coursework and exams. The AP® participation rate at University Pk Campus School is 92%. The total minority enrollment is 90%. University Pk Campus School is 1 of 7 high schools in the [Worcester](#).

Looking for your perfect college?

Enter your preferences and profile information, and we'll show you a personalized ranking of which colleges are the best fit for you. **TRY IT NOW »**



Operating status for schools in Massachusetts

Schools in Massachusetts have been ordered closed through 5/1/2020, which went into effect on 3/17/20. There are 1,856 K-12 public schools in Massachusetts with 964,514 students enrolled.

For more information from Education Week, see Map: Coronavirus and School Closures

Last updated: April 13, 2020, 6:45 p.m. ET

University Pk Campus School 2020 Rankings

University Pk Campus School is ranked **#1,368** in the [National Rankings](#). Schools are ranked on their performance on state-required tests, graduation and how well they prepare students for college. Read more about [how we rank the Best High Schools](#).

All Rankings

- #1,368 in National Rankings
- #57 in Massachusetts High Schools
- #7 in Worcester, MA Metro Area High Schools
- #1 in Worcester High Schools

SCORECARD

92.31

Took at Least One AP® Exam

92%

Passed at Least One AP® Exam

42%

Mathematics Proficiency

70%

Reading Proficiency

95%

Ranking Factors

How University Pk Campus School performed nationally and statewide out of 17,792 nationally ranked schools and 345 schools ranked in Massachusetts.

RANKING FACTORS	NATIONAL	STATE
College Readiness Index Rank ?	#949	#55
College Curriculum Breadth Index Rank ?	#756 (tie)	#41
Math and Reading Proficiency Rank ?	#11,481 (tie)	#223
Math and Reading Performance Rank ?	#745 (tie)	#15
Graduation Rate Rank ?	#9,439 (tie)	#236 (tie)

Students/Teachers at University Pk Campus School

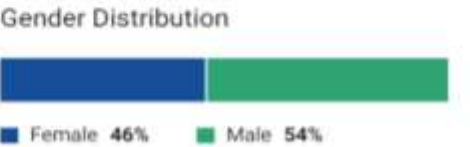
These counts and percentages of students and teachers are from data reported by schools to the government.

Total Enrollment 151

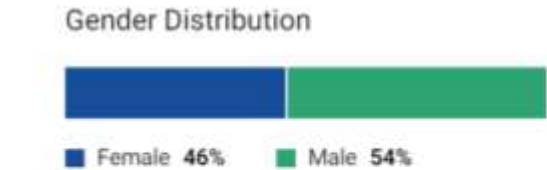
Student Enrollment by Grade



Student Diversity



Total Economically Disadvantaged (% of total) ⓘ N/A



Total Economically Disadvantaged (% of total) ⓘ N/A

Free Lunch Program (% of total) ⓘ N/A

Reduced-Price Lunch Program (% of total) ⓘ N/A

Full-Time Teachers 18

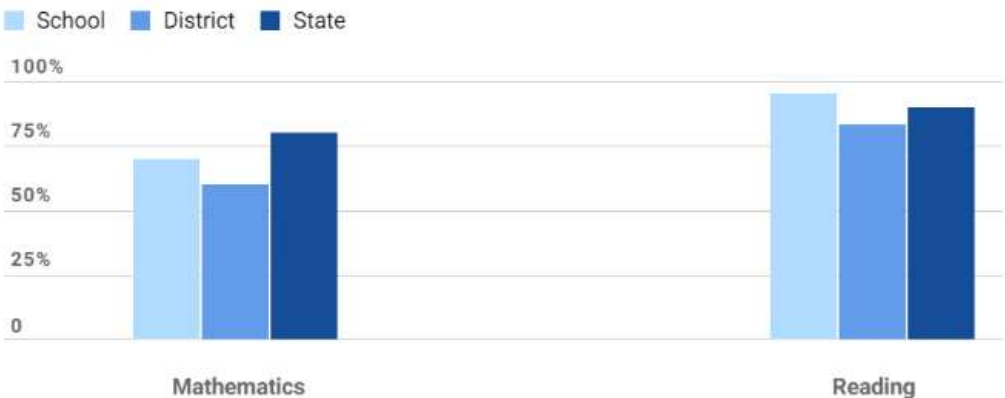
Test Scores at University Pk Campus School

U.S. News calculates these values based on student performance on state-required tests and internationally available exams on college-level coursework (AP® exams).

College Readiness Index ? **54.6/100**

Subject Proficiency

Massachusetts administered the Massachusetts Comprehensive Assessment System to high school students. These figures display how well the school as a whole performed in reading and mathematics.



School Data

School profile information is based on government data.

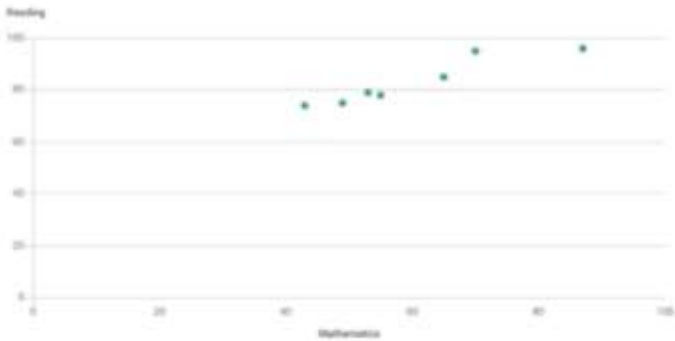
Graduation Rate	91% (somewhat below state median)
Grades Served	7-12
Setting	Mid-size City
Charter School ?	No
Magnet School ?	No
Eligible for Title I Funding ?	No

District

This information relates to high schools run by this school's state operating agency. Many districts contain only one high school.

Total Schools	7
Total Students	7,472
College Readiness (district average)	30.3
Proficient in Reading (district average)	83%
Proficient in Mathematics (district average)	60%

Subject Proficiency Comparison



X. GENERAL BUSINESS
Administration
(November 9, 2020)

ITEM - gb #0-356
S.C. MEETING - 11-19-20

ITEM:

To consider approval of a donation in the amount of \$2,098.39 from the Worcester Arts Magnet PTG to Worcester Arts Magnet School to help replace items lost in the fire in Spring 2020.

PRIOR ACTION

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

X. GENERAL BUSINESS
Mr. Monfredo/Mrs. Clancey/Ms. McCullough
(November 9, 2020)

ITEM - gb #0-357
S.C. MEETING - 11-19-20

ITEM:

Request that the School Committee support "Coats for Kids", which has been an ongoing collaborative between the Worcester Public Schools and the Worcester Educational Development Foundation for over 25 years.

PRIOR ACTION

BACKUP:

RECOMMENDATION OF MAKER:

Inform elected officials, school staff, and the community to consider donating.

RECOMMENDATION OF ADMINISTRATION:

The Administration concurs with maker.

X. GENERAL BUSINESS
Mr. Monfredo/Mrs. Clancey/Ms. McCullough
(November 9, 2020)

ITEM - gb #0-358
S.C. MEETING - 11-19-20

ITEM:

Request that the Administration consider expanding summer school in its planning based on the data regarding the academic needs of the students.

PRIOR ACTION

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS
Administration
(November 12, 2020)

ITEM - gb #0-359
S.C. MEETING - 11-19-20

ITEM:

To consider approval to turn on the self-harm filter that is available with the current software that monitors those students' behaviors.

PRIOR ACTION

BACKUP: Robert Walton, Information Technology Officer will provide a report on this item at the meeting.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve.

X. GENERAL BUSINESS
Administration
(November 12, 2020)

ITEM - gb #0-360
S.C. MEETING - 11-19-20

ITEM:

To consider approval of the administration of the MCAS for all eleventh graders and for those twelfth graders that have not yet passed it and administer both the Legacy in January of 2021 and the 2.0 MCAS in March of 2021.

PRIOR ACTION

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve.

X. GENERAL BUSINESS
Administration
(November 12, 2020)

ITEM - gb #0-361
S.C. MEETING - 11-19-20

ITEM:

To authorize the Administration to enter into a contract for the lease-purchase of ten special education school buses for a term of up to five years for the operation of student transportation for a contract term to begin in June 2021 as part of the five-year fleet replacement cycle of existing school buses.

PRIOR ACTION

BACKUP: This would be the fourth of five planned ten vehicle lease-purchase agreement for the replacement of the WPS operated vehicles for student transportation. This recommended lease-purchase agreement would replace ten vehicles between 11-14 years old.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Grant authorization.

X. GENERAL BUSINESS
Ms. McCullough
(November 12, 2020)

ITEM - gb #0-362
S.C. MEETING - 11-19-20

ITEM:

Request that the Administration provide a report on the tracking of Special Education services that are currently being provided remotely to students.

PRIOR ACTION

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS
Ms. McCullough
(November 12, 2020)

ITEM - gb #0-363
S.C. MEETING - 11-19-20

ITEM:

Request that the Administration provide an update on Special Education testing to include the types that are taking place, the timeline updates and any other pertinent information.

PRIOR ACTION

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

ITEM:

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 – Coronavirus/COVID-19Related Issues – Educational Association of Worcester, Units A & B (Educators/Administrators); Aides to the Physically Handicapped, Monitors and Drivers; Instructional Assistants; Parent Liaisons; Tutors; and Therapy Assistants.

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 (Educators/Administrators).

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 Laborers' District Council, Worcester Public Service Employees, Local Union 176, Custodians.

To discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares –Yuisa Perez v. Worcester Public Schools, et al., Worcester Superior Court, Civil Action No. 1785-CV-01465-A.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Discuss.