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

### AGENDA #3

on: Thursday, February 4, 2021  
at: 5:00 p.m. - Executive Session  
6:00 p.m. - Regular 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 #1-3 - Administration  
(January 27, 2021)

To consider approval of the Minutes of the School Committee Meeting on  
Thursday, January 21, 2021.

- IV. MOTION FOR RECONSIDERATION – NONE

ACTIONV. IMMEDIATE ACTION

gb #1-12.1 - Administration/Ms. McCullough/Mrs. Clancey/  
Mr. Monfredo/Ms. Novick/Mayor Petty  
(January 27, 2021)

To recognize the following Worcester Public School nurses who are volunteering at the testing sites:

Ellen Capstick	Brenda Castle
Fanny Casillas	Kate Curtin
Jessica Kazanovicz	Nicole Kazarian
Denise Khalili	Allison Last
MaryPat Martella	Lee Parent
Catherine Perry	Susan Serrato
Debra McGovern	

gb #1-23 - Administration  
(January 26, 2021)

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

To discuss the availability of extra help for ESL students after school.  
(Germania Balbuena Marte)

VI. REPORT OF THE SUPERINTENDENT

ros #1-3 - Administration  
(January 27, 2021)

FY22 PRELIMINARY BUDGET ESTIMATES

VII. COMMUNICATIONS AND PETITIONS - NONEVIII. REPORT OF THE STANDING COMMITTEE -NONEIX. PERSONNEL - NONEX. GENERAL BUSINESS

gb #0-23.1 - Administration/Ms. McCullough/Miss Biancheria/  
Mrs. Clancey/Mr. Foley/Mr. Monfredo  
(January 20, 2021)

Response of the Administration to the request to explore the use of Polycom devices that can be used during presentations, teacher meetings and other school functions/meetings in order to enhance communication with non English speakers.

X. GENERAL BUSINESS (continued)ACTION

gb #0-138.6 - Administration/Miss Biancheria/Mr. Foley/Ms. Novick  
(January 19, 2021)

Response of the Administration to the following motions from the FY21 Budget:

**500122-92000 Athletics Ordinary Maintenance**

**500-91116 Athletic Coach Salaries**

Request that the Administration provide an itemized list of the cost for the supplies in line D on page 217.

**500152-92000 Facilities Department Non-Salary**

Request that the Administration provide a report on how the Environmental Management System will be involved in the Worcester Public Schools for the next 3 months.

**500130-92000 Personal Services (Non Salary)**

**500130-96000**

Request that the Administration provide a brief summary of the \$150,000 for contracted services for turnaround school supports and indicate the name of the company that is contracted for each school.

**540-91118 Supplemental Program Salaries**

Request that the Administration provide a report on the efficacy of the AVID program.

gb #0-197.1 - Administration/Ms. Novick/Mrs. Clancey/Mr. Foley/  
Ms. McCullough  
(January 19, 2021)

Response of the Administration to the request to consider the MassINC report [Gateway Cities at the Center of the Digital Divide](#).

gb #0-208.1 - Administration/Miss Biancheria/Mr. Foley/  
Ms. McCullough/Mr. Monfredo/Ms. Novick  
(January 19, 2021)

Response of the Administration to the request to discuss the free lunch tally decrease in comparison to actual enrollment numbers and the effect this will have on any/all funding.

gb #0-286.5 - Administration/Mayor Petty/Miss Biancheria/  
Mrs. Clancey/Ms. McCullough/Mr. Monfredo/  
Ms. Novick  
(January 25, 2021)

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

GENERAL BUSINESS (continued)ACTION

gb #0-347.1 - Administration/Ms. Novick/Mrs. Clancey/  
Ms. McCullough  
(January 19, 2021)

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

gb #1-24 - Mr. Monfredo/Miss Biancheria/Mrs. Clancey/Mr. Foley/  
Ms. McCullough/Ms. Novick/Mayor Petty  
(January 19, 2021)

Request that the Administration forward letters of congratulations to the following Worcester public school students for their winning poetry entries in the Martin Luther King, Jr. Annual Contest Event:

Grade 7	Ashika Gurung	Burncoat Middle School
	Isabel Pearson	Burncoat Middle School
	Natalia Okala	Burncoat Middle School
	Noushing Bardizbanian	Burncoat Middle School
	Samantha Finkle	Burncoat Middle School
	Mikayla Elmes	Sullivan Middle School
<u>Grade 8</u>	Alexis Danielle Coleman Njorge	Burncoat Middle School
	Derek Rivera Zayas	Burncoat Middle School
	Tevin Mbogo	Burncoat Middle School
	Olivia Robeau	Sullivan Middle School
	Shannon Dennehy	Sullivan Middle School
<u>Grade 9</u>	Anya Geist	South High Community School
<u>Grade 10</u>	Judith Adu	Worcester Technical High School
<u>Grade 12</u>	Alayjah Lane	Worcester Technical High School
	Jamine Owusu	North High School
	Jocelyn Figueroa Cosme	Claremont Academy

gb #1-25 - Ms. McCullough/Miss Biancheria/Mrs. Clancey/  
Mr. Foley/Mr. Monfredo  
(January 19, 2021)

Request that the Administration provide weekly updates to families, staff and community with potential return dates for in person learning and progress that is being made to achieve it.

gb #1-26 - Administration  
(January 19, 2021)

To approve a decrease in the mileage reimbursement rate from \$0.575 per mile to \$0.56 per mile, effective January 1, 2021, for all represented and non-represented personnel in accordance with the 2021 standard mileage rate established by the Internal Revenue Service.

GENERAL BUSINESS (continued)ACTION

gb #1-27 - Ms. McCullough/Miss Biancheria/Mrs. Clancey/Mr. Foley/  
Mr. Monfredo/Ms. Novick  
(January 19, 2021)

Request that the Administration provide an update on any virtual activities that have occurred or will be occurring for athletes who have been unable to participate in sports this school year.

gb #1-28 - Ms. McCullough/Miss Biancheria/Mrs. Clancey/Mr. Foley/  
Mr. Monfredo  
(January 19, 2021)

Request that the Administration provide an update, when it becomes available, regarding Fall 2 sports.

gb #1-29 - Mrs. Clancey/Miss Biancheria/Mr. Foley/Ms. McCullough/  
Mr. Monfredo/Ms. Novick  
(January 19, 2021)

Request that the Administration provide an update on the Pre-K programs offered throughout the district for the 2021-22 school year and the community outreach planned for enrollment.

gb #1-30 - Ms. McCullough/Miss Biancheria/Mrs. Clancey/Mr. Foley/  
Mr. Monfredo  
(January 20, 2021)

Request that the Administration provide an update on air quality and HVAC work in buildings and new dates for return to school.

gb #1-31 - Mr. Monfredo/Miss Biancheria/Mrs. Clancey/Mr. Foley/  
Ms. McCullough/Ms. Novick/Mayor Petty  
(January 20, 2021)

To set a date to recognize Magdalena Ganas, Ed.D., Manager of Curriculum and Professional Learning and Science Coordinators Christine Lloyd and Jeff Glick for their innovative work in creating science kits for over 12,000 elementary students.

gb #1-32 - Ms. McCullough/Miss Biancheria/Mrs. Clancey/Mr. Foley/  
Mr. Monfredo/Ms. Novick/Mayor Petty  
(January 20, 2021)

Request that the Administration forward letters of recognition to Connor Valenti and Griffyn Tedeschi, students at Norrback Avenue School, in collaboration with their five neighborhood friends, who completed an independent service project by cleaning up the Thorndyke Road School's playground.

GENERAL BUSINESS (continued)ACTION

gb #1-33 - Miss Biancheria/Mrs. Clancey/Ms. McCullough/  
Mr. Monfredo/Ms. Novick  
(January 20, 2021)

Request that the Administration notify staff regarding National Wear Red Day on Friday, February 5, 2021 to raise awareness about heart disease.

gb #1-34 - Miss Biancheria/Mrs. Clancey/Ms. McCullough/  
Mr. Monfredo  
(January 20, 2021)

Request that the Administration celebrate Safer Internet Day on Tuesday, February 9, 2021.

gb #1-35 - Administration  
(January 25, 2021)

To consider approval of the proposed 2021-22 Student Handbook of the Worcester Public Schools.

gb #1-36 - Mr. Monfredo/Miss Biancheria/Mrs. Clancey/  
Ms. McCullough  
(January 25, 2021)

Request that all students in grades K-6 participate in the NEA's "Read Across America Day" on March 2, 2021 honoring Dr. Seuss by providing a variety of motivational reading activities.

gb #1-37 - Mr. Monfredo/Miss Biancheria/Mrs. Clancey/Mr. Foley/  
Ms. McCullough  
(January 26, 2021)

Request that the staff of the WPS celebrate the month of February as Black History Month by discussing the many contributions of Black Americans.

gb #1-38 - Miss Biancheria/Mr. Foley/Mr. Monfredo  
(January 26, 2021)

Request that the Administration provide a report on the number of nurses who have received the COVID vaccination.

gb #1-39 - Miss Biancheria/Mr. Foley/Mr. Monfredo/Ms. Novick  
(January 26, 2021)

Request that the Administration provide a report on the timeline for the administration of the COVID vaccine to staff prior to the return to school.

GENERAL BUSINESS (continued)ACTION

gb #1-40 - Miss Biancheria/Mrs. Clancey/Mr. Foley/Ms. McCullough/  
Mr. Monfredo/Ms. Novick  
(January 26, 2021)

Request that the Administration discuss the Green Report from the City Council which pertains to the use of an electric versus gas heating system at the new Doherty Memorial High School.

gb #1-41 - Ms. Novick/Mrs. Clancey/Mr. Foley/Ms. McCullough/  
Mr. Monfredo  
(January 26, 2021)

To consider an update from the Administration on the Student Information System (SIS).

gb #1-42 - Ms. Novick/Mrs. Clancey/Mr. Foley/Ms. McCullough/  
Mr. Monfredo  
(January 26, 2021)

Request administration propose for Committee deliberation shifts in practice, curriculum, process, and culture that have taken place during remote learning for possible retention for in-person learning.

gb #1-43 - Ms. Novick/Miss Biancheria/Mrs. Clancey/Mr. Foley/  
Ms. McCullough/Mr. Monfredo  
(January 26, 2021)

Request administration share with seniors, their families, and the larger public the importance of completing the FAFSA during the month of February.

gb #1-44 - Ms. Novick/Mrs. Clancey/Mr. Foley/Ms. McCullough/  
Mr. Monfredo  
(January 26, 2021)

Request administration propose for Committee consideration a priority list of facilities projects to improve the health and safety of school buildings using the new Elementary and Secondary School Emergency Relief Fund.

## XI. EXECUTIVE SESSION

## ACTION

gb #1-45 - Administration  
(January 26, 2021)

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.

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 – Educational Association of Worcester and Worcester School Committee, Massachusetts Department of Labor Relations, MUP-20-8221, Bargaining Regarding Reopening.

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 – Educational Association of Worcester and Worcester School Committee, Massachusetts Department of Labor Relations, MUP-20-8368, Interactive Process and Requests for Workplace Accommodations.

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).

## XII. ADJOURNMENT

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



III. APPROVAL OF RECORDS  
Clerk  
(January 27, 2021)

ITEM - aor #1-3  
S.C. MEETING - 2-4-21

ITEM:

To consider approval of the Minutes of the School Committee Meeting on Thursday, January 21, 2021.

PRIOR ACTION:

BACKUP:

Annex A (12 pages) contains a copy of the Minutes of the School Committee Meeting on Thursday, January 21, 2021.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

IN SCHOOL COMMITTEE  
Worcester, Massachusetts  
Thursday, January 21, 2021  
Agenda #2

The School Committee of the Worcester Public Schools met virtually in Open Session at 5:04 p.m. in Room 410 of the Durkin Administration Building on Thursday, January 21, 2021.

There were present at the Call to Order:

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

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

1. EXECUTIVE SESSION

gb #1-22 - Administration  
(January 13, 2021)

Executive Session

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.

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 – Educational Association of Worcester and Worcester School Committee, Massachusetts Department of Labor Relations, MUP-20-8221, Bargaining Regarding Reopening.

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 – Educational Association of Worcester and Worcester School Committee, Massachusetts Department of Labor Relations, MUP-20-8368, Interactive Process and Requests for Workplace Accommodations.

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).

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

For the motion: Miss Biancheria, Mrs. Clancey, Mr. Foley, Ms. 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.

The School Committee recessed to Executive Session from 5:05 p.m. to 6:05 p.m.

The School Committee reconvened in Open Session at 6:10 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

aor #1-2 - Administration  
(January 13, 2021)

Minutes/  
approval of

To consider approval of the Minutes of the School Committee Meeting on Thursday, January 7, 2021.

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

For the motion: Miss Biancheria, Mrs. Clancey, Mr. Foley, Ms. 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 #1-11 - Administration  
(January 13, 2021)

Student  
Representatives

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

The item was filed.

4. REPORT OF THE SUPERINTENDENT

ROS #1-2 - Administration  
(January 12, 2021)

Report of the  
Superintendent/  
Panorama Platform for  
Secondary Schools

PANORAMA PLATFORM FOR SECONDARY STUDENT  
SUCCESS

Catherine Knowles, College and Career Readiness Liaison, presented an overview of the Panorama Platform. The intent is to create a plan for post-secondary success for high school students and to align it with the Strategic Plan. During the first two weeks of February, a survey will be conducted for students and teachers to measure equity and inclusion of all students in grades 7-12 in order to assess their progress during remote learning. Data collected through Panorama will be accessible to all staff and another survey will take place in May or June.

Mrs. Clancey asked if there were any plans to roll this platform out across the district or implement it in elementary schools to which Superintendent Binienda explained that the Barr Foundation funding is for secondary schools.

Ms. Novick requested to know whether or not the Panorama platform will interface well with the new Student Information System (SIS). Mrs. Knowles stated that the platform can be customized.

Mr. Monfredo inquired as to the cost of the program and Mrs. Knowles stated that it was \$96,000.

Mr. Monfredo made the following motion:

Request that the Administration consider the feasibility of implementing Panorama in Grade 6 in order to assist the teachers in Grade 7.

On a collective roll call of 7-0, the motion was approved and the item was accepted and filed as follows:

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

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

The motion carried.

## 5. REPORT OF THE STANDING COMMITTEE

The Standing Committee on Governance and Employee Issues met virtually on Tuesday, January 19, 2021 at 4:30 p.m. in Room 410 at the Durkin Administration Building.

Self-Harm Filter

### 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.

Anthony Bruno and Mark Russo, representing Lightspeed Systems, presented an overview of the safety check software feature which identifies potentially dangerous internet searching behavior by students. This software is Child Internet Protection Act (CIPA) compliant and is activated when a student logs into their WPS account.

Ms. Novick pointed out that the case law on this has not been sorted out, particularly when it comes to Fourth Amendment rights of students. She asked at what point does the district have the right to search a WPS owned device or the student's own device? She stated that if the committee is to go forward with this, there will need to be a clear policy created. She suggested that if resources are going to be devoted to this, she would like to see the money go to hiring more school psychologists and adjustment counselors.

Superintendent Binienda stated that School Adjustment Counselors and nurses have been reaching out to students and that hotlines are available for students who are in crisis.

Chairman Clancey made the following motion:

Request that the item be referred to the City Solicitor for a legal opinion regarding the safety alert software to include the potential liability issues.

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

c&p #1-1 -Clerk (December 28, 2020)

Sick Time Donation

To consider a communication from the EAW to allow members of Burncoat High School's faculty and staff to donate accrued sick time to a colleague.

Ms. Novick made the following motion:

Request that the Instructional Assistant be granted the sick time from the faculty of Burncoat High School for the days through her next doctor's appointment with additional days per the doctor's advice.

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

### **SCHOOL COMMITTEE ACTION**

The School Committee approved the action of the Standing Committee on Governance and Employee Issues as stated.

#### 6. PERSONNEL

- |     |                                                                                                                                                                                                                                                           |                                                       |
|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|
| 1-3 | 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: | Appointment/<br>Aide to the Physically<br>Handicapped |
|     | Murphy, Robert                                                                                                                                                                                                                                            | 1/11/2021                                             |
| 1-4 | The Superintendent has provisionally APPOINTED the person 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/<br>Word Processor                        |
|     | Alejandro, Laura                                                                                                                                                                                                                                          | 11/30/2020                                            |

- 1-5      The Superintendent has APPROVED the      Retirements  
RETIREMENTS of the persons named below:

Joyce, Rita, Special Education Chairperson,  
Durkin Administration, Eval Team Chairperson,  
effective January 4, 2021

Manning, Carol, Curriculum Liaison, Durkin  
Administration, Physical Education, effective  
January 5, 2021

Mink, Deborah, City View, Teacher Elementary,  
Primary, effective December 31, 2020

Prudente, Kathleen, City View, Teacher  
Elementary, Coach - Focused Instruct, effective  
December 31, 2020

Raney, Gail, Systemwide, Teacher, Special  
Education, Assistive Tech Spec, effective  
January 9, 2021

Reilly, Christine, Teacher, Worcester Technical  
High, Guidance, effective January 1, 2021

Tate, Veronica, Teacher, Worcester East Middle  
School, Science Secondary, effective January 4,  
2021

On a roll call, the vote to file Personnel items 1-3  
and 1-5 was as follows:

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

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

The motion carried.

7. GENERAL BUSINESS

gb #0-295.1 - Administration/Miss Biancheria/  
Mrs. Clancey/Mr. Monfredo/  
Ms. Novick/Mayor Petty  
(January 5, 2021) COVID-19/sports  
activities

Response of the Administration to the request to  
provide a report on the site administrator's  
responsibilities relative to sports activities vis-a-vis  
COVID-19.

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

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

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

The motion carried.

gb #1-12 - Ms. McCullough/Mrs. Clancey/  
Mr. Monfredo/Ms. Novick/Mayor Petty  
(December 30, 2020) Recognitions/set date

To set a date to recognize the following Worcester  
Public School nurses who are volunteering at the  
testing site:

Kate Curtin	Jessica Kazanovicz
Susan Serrato	Brenda Castle
Allison Last	Fanny Casillas
Denise Khalili	MaryPat Martella
Lee Parent	

On a roll call, the vote to set the date of Thursday,  
February 4, 2021 was as follows:

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

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

The motion carried.



Grant/  
Massachusetts  
Department of  
Elementary and  
Secondary  
Education for  
Coronavirus Relief  
Fund (CvRF) for  
School Meal  
Programs

gb #1-13 - Administration  
(January 6, 2021)

To accept \$134,640.73 from the Massachusetts  
Department of Elementary and Secondary Education  
for Coronavirus Relief Fund (CvRF) for School Meal  
Programs.

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

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

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

The motion carried.

Senior Events/  
report on

gb #1-14 - Ms. McCullough/Mrs. Clancey/  
Mr. Monfredo/Ms. Novick  
(January 8, 2021)

Request that the Administration provide a report  
back by March on plans for senior recognitions;  
yearbooks, graduations and other pertinent  
events/items.

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, Ms. McCullough,  
Mr. Monfredo, Ms. Novick,  
Mayor Petty 7

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

The motion carried.

Donations

gb #1-15 - Administration  
(January 8, 2021)

To approve the following donations:

- \$700 from a donor to Burncoat Preparatory  
School
- \$175 to the WTHS Electrical Program in  
memory of Ian MacNeil

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

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

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

The motion carried.

gb #1-16 - Mr. Monfredo/Ms. McCullough/  
Ms. Novick After School Secondary  
(January 11, 2021) Clubs/partnering via  
Zoom

Request that the Administration consider expanding after school secondary clubs by partnering with two or more high schools via Zoom.

Mr. Monfredo requested that the Administration provide a report by the end of the school year to include input from teachers.

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, Ms. McCullough,  
Mr. Monfredo, Ms. Novick,  
Mayor Petty 7

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

The motion carried.

gb #1-17 - Administration Prior Fiscal Year  
(January 11, 2021) Payments

To approve the following prior fiscal year payments:

-\$1,507.55 to Scholastic Book Fair  
-\$468.90 sick bank days to a teacher

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

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

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

The motion carried.

#### Internet Outages

gb #1-18 - Ms. Novick/Ms. McCullough/  
 Mr. Monfredo/Mrs. Clancey  
 (January 13, 2021)

Request Administration and the Mayor, with requested assistance from the city administration, demand more timely, more transparent, and more useful information regarding internet outages and slowdowns from Spectrum.

Mayor Petty stated that Councilor Wally leads a committee on broadband and internet issues within the City.

Superintendent Binienda announced that she has a contact person at Spectrum who will be available to provide information when outages occur.

On a roll call, the vote to refer the item to the Administration and the Mayor's office was as follows:

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

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

The motion carried.

#### Internet Expansion/ update on

gb #1-19 - Ms. Novick/Ms. McCullough/  
 Mr. Monfredo/Mrs. Clancey  
 (January 13, 2021)

Request Administration update on current efforts to expand internet access in the City of Worcester.

Superintendent Binienda stated that the district received a Verizon Innovation Grant in order to provide more hotspots to all students for up to four years and provide training for staff.

Mayor Petty made the following motion:

Request that the Superintendent provide, in a Report of the Superintendent, updates on internet access issues to include Grant opportunities, hotspot distribution and a breakdown of any key issues that students encountered accessing the internet over the last several months.

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, Ms. McCullough,	
Mr. Monfredo, Ms. Novick,	
Mayor Petty	7

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

gb #1-20 - Ms. Novick/Ms. McCullough/  
Mr. Monfredo/Mrs. Clancey  
(January 13, 2021)

Positive COVID-19  
cases/protocols

Request Administration clarify and prominently post in multiple languages the timeline and protocols for suspected and confirmed positive COVID-19 cases among staff and students.

Superintendent Binienda stated that each school is developing its own website in order to post COVID protocols and Mr. Pezzella and Dr. McGovern have created videos for staff.

Mr. Foley made the following amendment to the item:

Request that the Administration provide safety protocol signage in all school buildings

On a collective roll call, the vote to approve the item as amended and refer to the Administration was as follows:

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

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

The motion carried.

Contact Tracing/  
 update on

gb #1-21 - Ms. Novick/Mrs. Clancey  
 (January 13, 2021)

Request Administration update on the current  
 timeline for contact tracing in the city of Worcester.

On a roll call, the vote to refer the item to the City  
 Manager to be forwarded to the Department of  
 Public Health. was as follows:

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

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

The motion carried.

On a roll call, the vote to adjourn the meeting at  
 7:40 p.m. was as follows:

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

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

The motion carried.

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

V. IMMEDIATE ACTION  
Administration/Ms. McCullough/  
Mrs. Clancey/Mr. Monfredo/Ms. Novick/  
Mayor Petty  
(January 27, 2021)

CURRENT ITEM - 1-12.1  
S.C. MEETING - 2-4-21

1ST ITEM  
2ND ITEM

S.C.MTG. 1-21-21  
S.C.MTG. 2-4-21

ITEM:

To recognize the following Worcester Public School nurses who are volunteering at the testing sites:

Ellen Capstick  
Fanny Casillas  
Jessica Kazanovicz  
Denise Khalili  
MaryPat Martella  
Catherine Perry

Brenda Castle  
Kate Curtin  
Nicole Kazarian  
Allison Last  
Lee Parent  
Susan Serrato

Debra McGovern

ORIGINAL ITEM: Ms. McCullough/Mrs. Clancey/Mr. Monfredo/Ms. Novick/Mayor Petty  
(December 30, 2020)

To set a date to recognize the following Worcester Public School nurses who are volunteering at the testing site:

Kate Curtin  
Susan Serrato  
Allison Last  
Denise Khalili  
Lee Parent

Jessica Kazanovicz  
Brenda Castle  
Fanny Casillas  
MaryPat Martella

PRIOR ACTION:

1-21-21 - On a roll call of 7-0, the date was set for Thursday, February 4, 2021.

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Recognize.

V. IMMEDIATE ACTION  
Administration  
(January 26, 2021)

CURRENT ITEM - 1-23  
S.C. MEETING - 2-4-21

ITEM:

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

To discuss the availability of extra help for ESL students after school.  
(Germania Balbuena Marte)

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Discuss and file.

VI. REPORT OF THE SUPERINTENDENT  
Administration  
(January 12, 2021)

ITEM - ros #1-3  
S.C. MEETING - 2-4-21

ITEM:

FY22 PRELIMINARY BUDGET ESTIMATES

PRIOR ACTION:

BACKUP:

The backup will be provided prior to the meeting.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.



X. GENERAL BUSINESS  
Administration/Ms. McCullough/  
Miss Biancheria/Mrs. Clancey/  
Mr. Foley/Mr. Monfredo  
(January 20, 2021)

CURRENT ITEM - gb #0-23.1  
S.C. MEETING - 2-4-21

1ST ITEM	gb #0-23	S.C.MTG. 1-16-20
2ND ITEM	gb #0-23.1	S.C.MTG. 2-4-21

ITEM:

Response of the Administration to the request to explore the use of Polycom devices that can be used during presentations, teacher meetings and other school functions/meetings in order to enhance communication with non English speakers.

ORIGINAL ITEM: Ms. McCullough/Miss Biancheria/Mrs. Clancey/Mr. Foley/  
Mr. Monfredo (January 7, 2020)

To explore the use of Polycom devices that can be used during presentations, teacher meetings and other school functions/meetings in order to enhance communication with non English speakers.

PRIOR ACTION:

1-16-20 - Referred to the Administration.

BACKUP:

Zoom has the function to add live translators and close captioners as contracted through the WPS Office of Translations for meetings and presentations. The Administration has used these for large School Committee forum which also can uses the language line for virtual parent-teacher meetings.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.

X. GENERAL BUSINESS  
Administration/Miss Biancheria  
Mr. Foley/Ms. Novick  
(January 19, 2021)

CURRENT ITEM - gb #0-138.6  
S.C. MEETING - 2-4-21

1ST ITEM	gb #0-138	S.C. MTG. 4-16-20
2ND ITEM	gb #0-138.1	S.C. MTG. 6-4-20
3 RD ITEM	gb #0-138.2	S.C. MTG. 6-18-20
4 TH ITEM	gb #0-138.3	S.C. MTG. 7-16-20
5 TH ITEM	gb #0-138.4	S.C. MTG. 8-27-20
6 TH ITEM	gb #0-138.5	S.C. MTG. 12-17-20
7 TH ITEM	gb #0-138.6	S.C. MTG. 2-4-21

ITEM:

Response of the Administration to the following motions from the FY21 Budget:

**500122-92000 Athletics Ordinary Maintenance**

**500-91116 Athletic Coach Salaries**

Request that the Administration provide an itemized list of the cost for the supplies in line D on page 217.

**500152-92000 Facilities Department Non-Salary**

Request that the Administration provide a report on how the Environmental Management System will be involved in the Worcester Public Schools for the next 3 months.

**500130-92000 Personal Services (Non Salary)**

**500130-96000**

Request that the Administration provide a brief summary of the \$150,000 for contracted services for turnaround school supports and indicate the name of the company that is contracted for each school.

**540-91118 Supplemental Program Salaries**

Request that the Administration provide a report on the efficacy of the AVID program.

ORIGINAL ITEM: Administration (April 6, 2020)

To set the dates for the FY21 Budget Hearings.

PRIOR ACTION:

6-4-20 - 500122-92000 Athletics Ordinary Maintenance  
500-91116 Athletic Coach Salaries  
(These accounts were considered together) **(Continued on page 2.)**

BACKUP:

- Annex A (1 page) contains a copy of the Administration's response to the motion regarding athletic supplies.
- Annex B (2 pages) contains a copy of the Administration's response to the motion regarding the Environmental Management System.
- Annex C (4 pages) contains a copy of the Administration's response to the motion regarding the contracted services for turnaround school supports.
- Annex D (13 pages) contains a copy of the Administration's response to the motion regarding the AVID Program.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file the motions relative to the FY21 Budget.

PRIOR ACTION (continued)

- 6-4-20 - Miss Biancheria made the following motion:  
Request that the Administration provide an itemized list of the cost for the supplies in line D on page 217.  
On a roll call of 7-0, the motion was approved.  
500152-92000 Facilities Department Non-Salary  
Miss Biancheria made the following motion:  
Request that the Administration provide a report on how the Environmental Management System will be involved in the Worcester Public Schools for the next 3 months.  
On a roll call of 7-0, the motion was approved.  
Mr. Foley made the following motion:  
Request that the Administration provide a brief summary of the \$150,000 for contracted services for turnaround school supports and indicate the name of the company that is contracted for each school.  
On a roll call of 7-0, the motion was approved.
- 6-18-20 - **540-91118 Supplemental Program Salaries**  
Ms. Novick made the following motion:  
Request that the Administration provide a report on the efficacy of the AVID program.  
On a roll call of 7-0, the motion was approved.

<b>Athletic Department - General Fund Description of FY20 Expenditures</b>	<b>FY20 Expenditures</b>
Uniforms (Track, Soccer, Golf, Basketball, Volleyball, Baseball, Tennis, Ice Hockey, etc.)	\$63,046.25
Fall Athletics Supplies/Equipment - Jersey & Shorts Uniforms	\$24,622.78
Fall Athletic Supplies/Equipments (Helmets, Volleyballs, Soccerballs)	\$13,919.00
Sports balls (Volleyballs, Tennis balls, Softballs) & Equipments	\$17,404.18
Sports Equipment: Scorebooks & Signal Horns, Jersey & Shorts Uniforms	\$6,674.50
Medical Supplies: Pediatric & Adult Pads, Temperature Meter, Athletic Tape, Bandages	\$6,247.23
Ascics tops/tees for Volleyball Uniforms	\$3,520.00
Basketballs and Basketball Nets	\$3,237.70
Ascics tops/tees for Volleyball Uniforms	\$2,184.00
Basketball T-Shirts	\$2,000.00
Nike Jersey & Shorts	\$1,886.28
Sports Equipment & Jerseys	\$1,747.72
Office Copy Machine	\$1,487.28
Fall Athletics Supplies & Equipment	\$1,425.00
Office Items	\$848.32
Round Glass Awards, Football Flags	\$610.00
Service and Maintainance for Office Copy Machine	\$240.00
Caliber Blanks & Safety Pins	\$213.00
Commemorative T-Shirts	\$180.00
District E Coach passes (Required for coaches to attend games)	\$85.00
CAL League (Fall, Winter, Spring) All-MISC Awards and Pins	<u>\$19.80</u>
<b>Total FY21 Line D. Expenditures</b>	<b>\$151,598.04</b>

**Background:** The Worcester Public Schools developed an Environmental Management System (EMS) in order to: (1) comprehensively address environmental issues; (2) achieve and maintain environmental compliance; and (3) integrate sound environmental health and safety management practices into its educational and operational activities. The EMS supports the overall WPS mission to provide learners with a quality education in a safe and healthy environment.

The process to develop and maintain the EMS has resulted in improvements in compliance, pollution prevention, and environmental health and safety affecting students, faculty, staff and visitors. Results include (1) reduced generation of waste; (2) reduced use of toxic materials/products and related health and safety risks; and (3) improved management of “legacy” issues such as asbestos.

**Overview of Focus in Calendar Year 2020:** The EMS has enabled WPS staff to maintain and enhance existing programs (e.g., radon; used discarded syringe collection program; regulatory compliance activities for universal waste, asbestos, hazardous waste, PCBs, lead in drinking water) while also addressing COVID-19 related issues. These have included (1) strategies to improve indoor air quality; (2) cleaning and disinfection practices, equipment and products; and (3) annual and reentry training for employees as the District began re-entry.

These COVID related efforts were made possible because of (1) continuous improvements that had already been implemented and (2) coordination between the District Leadership Team.

**Priorities for the Next 3 Months:** The following table highlights 3 areas: Indoor Air Quality, Cleaning and Disinfecting for Re-Entry; and Training and Support. Included are brief overviews of what we have done, what we are doing, and what the focus of the EMS will be over the next 3 months.

Area	What we have done	What we are doing	Focus for next 3 months
<b>A. Indoor air quality</b>	<p>Surveys/assessments of HVAC systems in 59 schools and other locations.</p> <p>Procurement of “Needle Point Bipolar Ionization”<sup>1</sup> equipment either as portable units or integrated units in the existing HVAC systems.</p>		<p>Installation and monitoring of ionization equipment.</p>
	<p>Identification, procurement and use of the least toxic, yet effective cleaning and EPA-approved disinfecting products for COVID-19.</p> <p>Maintenance and monitoring of radon mitigation systems.</p> <p>Enhanced maintenance of HVAC systems.</p>	<p>Survey and inventory of filters in all buildings; development of a preventive maintenance program.</p>	<p>Preventive maintenance program (e.g., filters, testing).</p> <p>Communication/training to teachers and staff: how to maintain classrooms to help prevent air quality issues (e.g., not blocking air vents); who to contact if there are concerns; and how to optimize use of portable ionization equipment.</p>
<b>B. Cleaning and Disinfecting for Re-Entry</b>	<p>Worked with Transportation, School Nutrition, and Facilities on the procurement and use of safer yet effective cleaning and disinfecting products and practices.</p> <p>Procured additional quantities of disinfectants and disinfectant application equipment and provided related training.</p>	<p>Continuing to work with and train departments.</p> <p>Work with School Nutrition and Custodians on protocols related to meals in classrooms.</p>	<p>Continue to provide technical assistance to address environmental health and safety aspects in meeting COVID-19 related constraints in the classroom (e.g., materials, cleaning and disinfecting).</p> <p>Keeping up with and communicating changes in federal and state requirements, guidance, and protocols.</p> <p>Training for Head Start and Art Department.</p>
<b>C. Program Development, Training and support</b>	<p>Virtual training (with supporting guidance) in personal protective equipment (PPE) for COVID-19 and chemical use; social distancing; DESE guidance; cleaning and disinfection practices; use of disinfectant application equipment, COVID-19 and multi-layered strategy to prevent transmission.</p> <p>Respiratory program for Nursing Department on the use of N-95 respirators.</p>		<p>Additional professional development for Facilities: VIVID (on-line environmental health &amp; safety training); new hire training; training for supervisors.</p> <p>Technical assistance in implementing “meals in classrooms” and other locations.</p>

<sup>1</sup> Needlepoint bipolar ionization systems work by producing negatively & positively charged ions that are dispersed into the air, either by way of the existing ventilation system or portable units. The ions then attach to particles in the air, including pathogens, where they become larger and captured by air filters. Ions can also inactivate pathogens. These ionization systems are effective in capturing and inactivating pathogens.

**Response:**

The Worcester Public Schools are working with two partners that have been contracted for turnaround supports, Institute for Strategic Leadership and Learning (INSTLL), with the focus area of District and School Turnaround and The Learner Centered Institute (LCI), focused on culturally responsive pedagogy, high quality teaching and learning. Both are highly regarded in their field. Below are a few of their publications.

**INSTLL** (Brett Lane) has worked closely with the Massachusetts Department of Elementary and Secondary Education since 2010. The primary focus of their work includes district and school turnaround. Their research led to the development of a set of the Massachusetts Turnaround Practices that provide a framework for planning and support, including a variety of research and practice-based publications and guides. The following is some of the research done by INSTLL:

- The final Turnaround Practices in Action (July 2014), a policy analysis and practice guide which details the specific practices used by turnaround schools that led to dramatic increases in student achievement.
- The Turnaround Practices Field Guide (November 2016), which provides additional, and school-specific, examples of practices used by schools that experienced rapid improvement.
- The Massachusetts Turnaround Practices Research and Evaluation Report (<https://www.doe.mass.edu/turnaround/howitworks/reports.html>) site and summary Research on Effective Practices in School Turnaround (<https://www.doe.mass.edu/turnaround/howitworks/turnaround-practices-508.pdf>) are excellent resources and summarize much of the research in digital form.

**LCI** (Giselle Martin -Knier) Dr. Giselle Martin-Knier is the Founder and President of Learner-Centered Initiatives, Ltd. She is an educator and facilitator of adult learning who believes that sustainable school improvement is an aspiration worth pursuing. Giselle has a strong background in organizational change and has several graduate degrees from Stanford University. She has worked with thousands of schools nationally and internationally in the areas of curriculum and assessment, neuroleadership, systems thinking and strategic planning.

Giselle has published multiple articles, chapters, and books including

- Why am I doing this?: Purposeful Teaching with Portfolio Assessment ( 1998)
- Becoming a Better Teacher: Eight Innovations that Work (2000)
- Capturing the Wisdom of Practice (1999))
- Developing Learning Communities Through Teacher Expertise (2003)
- Communities that Learn, Lead and Last (2008)
- Changing the Way You Teach, Improving the Way Students Learn (2009)

Giselle's most recent interests lie around determining best leverage points for sustainable school improvement, and more specifically around developing and aligning outcomes and measures used in schools.

**SCOPE OF WORK with INSTLL and LCI**

The Worcester Public Schools have organized all of our schools into four leadership and learning networks (2 elementary, 1 middle school, 1 high school network). These networks meet regularly, apply common strategies, share ideas, expand expertise and review data. We have expanded the use of networks this year and have a second elementary network.



INSTLL serves as the hub of the network and coordinates and plans all network activities with the Managers of Instruction and School Leadership. LCI applies and provides critically, complementary content for leaders and teacher leaders participating in network activities that will deepen their understanding and attention to culturally responsive practices by:

- Exploring their assumptions, understanding and support for learner centered and culturally responsive practices;
- Defining and unpacking the concept of culture and exploring implications of attending to culturally responsive teaching in the context of curriculum, instruction and assessment;
- Exploring the spectrum of learner centered and culturally responsive practices and the pedagogical moves associated with them through the analysis of videos and other resources;
- Reconciling insights related to these practices with their own school data; and
- Identifying entry points and strategies for promoting learner centered and culturally responsive practices in their schools.

**Overview:** INSTLL will provide the following services and professional development activities intended to support Worcester Public Schools focusing on direct support to the Elementary School, Middle School, and High School Networks

- **Network Activities**
- **Targeted support to ten (10) Turnaround Schools**
- **Support to the district on District Systems of Engagement.**

**Description of Network Activities:** Network meetings are held monthly, alternating between formal Network Convenings (for all principals, coaches, and key staff at each school) and Network Check-in Sessions. There will be a total of 24 Network Convenings (four sessions every other month) and 16 Check-in Sessions.

**Network Convenings** are designed to promote the sharing of emerging best practices in the use of PLCs, coaching, and instructional improvement focused on Culturally Responsive Instruction. Each school collects data, using a common classroom observation tool and a PLC rubric, and comes to each convening prepared to analyze data and discuss progress in implementing key improvement strategies as described in their turnaround plans or being used by schools across the network.

**Network Check-ins** are new this year and are designed to ensure more frequent and formal review of school-level action plans, especially within the context of the Covid-19 Remote Learning/Hybrid approach used by the district. Our goal is to support school leaders in ongoing continuous improvement so that leaders can adjust their work and share emerging best practices in a rapidly changing environment.

**Turnaround School Targeted Support:** To support the implementation of school-level turnaround efforts, including progress monitoring and benchmarking of activities, INSTLL will lead virtual Strategy Sessions at each of the ten (10) turnaround schools that submit Sustainable Improvement Plans to the state on a quarterly basis (4 times a year, 40 potential sessions):

- update/review of current improvement strategies [what is working, what isn't];
- develop modifications in response to our joint review of data and assessment of what is and is not working; and
- articulate clear benchmarks and/or measures that will be used to assess progress regarding current or modified strategies.

Each Strategy Session will result in a written update of the school's current actions and proposed modifications.



**District Systems of Engagement and Support:** The district will schedule a series of District Leadership Team meetings that will meet monthly and discuss **Systems of Engagement and Support** for all schools. INSTLL and LCI will partner and will directly support the coordination of the District Turnaround Team and its capacity to actively support school-level improvement through two tasks:

- **Facilitate Four District Turnaround Team Meetings:** INSTLL staff will meet with the District Leadership Team four times during the school year to carefully review existing data, school plans, and emerging needs and to align district supports so that all assistance provided to schools is fully coordinated.
- **District Check-In Sessions:** As part of the Network Check-in Sessions (Task 1.2), INSTLL will hold monthly planning calls with district leadership to coordinate network activities and discuss next steps for District Leadership Team meetings and Network Convenings. The District Check-in Sessions are designed as a flexible means of accommodating shifting needs. For instance, Check-in Sessions may focus on Covid-19 related planning and implementation, the integration of culturally responsive instruction into district and school professional development, and review of district-organized Walkthrough data.

**Overview:** LCI This program aims at developing the district's understanding and implementation of learner centered, culturally responsive practices in the service of an education that addresses the needs of all students. The implementation of this work will be done in coordination with Brett Lane to promote a coherent integration of the work centered on culturally relevant practices and the work done under the aegis of Turnaround. School teams participating in the Elementary, Middle School and the High School Networks will deepen their understanding and attention to learner centered culturally responsive practices by:

Examining the spectrum of practices and the pedagogical moves associated with each of these practices through the analysis of videos, exemplars and other resources and

Incorporating these practices into school cultures, structures, processes and practices  
Monitoring their progress and impact in terms of incorporating these practices into school cultures and teachers' practices;

District leaders will deepen the integration of learner centered culturally responsive practices with other major district initiatives by:

Ensuring the alignment and attention of the district's messages around these practices across district offices and

Monitoring their progress and impact in terms of incorporating these practices into district structures, processes and practices  
Debriefing network activities and identifying implications for district-led communications and actions

### **Additional Work with the Office of Curriculum and Professional Learning (OCPL)**

Team leaders and staff will deepen the integration of learner centered, culturally responsive practices into their work with leaders, coaches and teachers by:

Embedding these practices into curriculum expectations and components;

Incorporating these practices into the processes used by professional learning communities;  
and




Monitoring and assessing for the inclusion of these practices in the work of coaches and teachers

Program structure

- Network meetings: 3 hours each (9 days total)
- Check in sessions with schools: 1-2 hour blocks after each network meeting for one-on-one or small group sessions with school teams (8 days total)
- District meetings: 2-3 hour meetings (1 meeting per quarter = 4 days total)
- Data analysis and consultations with district staff to plan, monitor and assess network and check in meetings, (2-3 two-hour meetings before and or after each network meeting = 8 days total)
- Meetings with the Office of Curriculum and Professional Learning (4 half day meetings per year = 2 days total)

The WPS AVID program is led by Sharon Leary, AVID Liaison and Janet Mathieu, AVID coach through the Office of Curriculum & Professional Learning. AVID is embedded in 19 schools across the district and reaches over 4,984 students.

The following presentation highlights the impact of the program and includes the most recent data, professional learning opportunities, and support for students.



# The AVID System in the Worcester Public Schools

DECEMBER 2020

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## AVID MISSION

To close the  
achievement gap  
by preparing all  
students for college  
readiness and  
success  
in a global society



*Advancement Via Individual Determination*



# What is AVID?

- A **schoolwide** college readiness system
- A structured approach to **rigorous curriculum**
- Direct support structure for **first-generation college students**
- **Professional Learning** for educators



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## WPS AVID District Office Responsibilities

**Under the leadership of Magdalena Ganas | *Manager of Curriculum and Professional Learning***  
**Sharon E. Leary | *AVID District Liaison* and Janet Dee Mathieu | *Community Resource and AVID Specialist***

- Execute Superintendent's College and Career Initiatives through AVID
- Weekly Classroom Visits/AVID Schools/Walkthroughs
- Conduct Monthly AVID District Meetings
- Attend AVID Site Team Meetings/19 Schools
- Maintenance of Budget Records: WEDF, Worcester, Hanover Foundation
- Responsible for Annual AVID Certification Reports
- Establish, Facilitate and Maintain College Partnerships:  
HC/WPI/MCPHS/Clark/AMC/WSU/AU/FSU
- Manage College/Generational Tutors  
Recruit, CORI, Train, Place, Tutor Observations, Evaluations and Recommendations
- Student College Fair
- AVID College Field Trips
- College Family Awareness Expo
- AVID Student Organizational Supplies
- Model AVID Strategies in Classrooms
- Attend AVID Summer Institute/Philadelphia, PA
- Participate in AVID Center Pilot/Grant Initiatives
- Plan/Schedule AVID Center/Worcester PL Sessions
- Oversee AVID Hanover/Dell Scholarships
- Manage Hanover Foundation Partnership
- Design AVID Professional Publications
- AVID College Speaker Series
- Develop New England Revolution Soccer Partnership



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## AVID Core Strategies ~ WICOR

### WRITING

- Cornell Note-Taking
- Learning Logs
- Quick-writes and Reflections
- Process Writing
- Peer Evaluation
- Authentic Writing

### ORGANIZATION

- Binders and Organizational Tools
- Calendars, Planners and Agendas
- Cornell Note-Taking System
- Smart Goals

### READING

- Deep Reading Strategies
- Graphic Organizers
- Vocabulary Building
- Summarizing
- Reciprocal Teaching

### INQUIRY

- Skilled Questioning Techniques
- Costa's Levels of Thinking
- Tutorials
- Questions that Guide Research

### COLLABORATION

- Socratic Seminars
- Philosophical Chairs
- Group Activities and Projects
- Peer Editing Groups
- Service Learning Projects

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## AVID Impacts

**4,894** WPS STUDENTS

**19** AVID SCHOOLS



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# AVID Schools 2020 - 2021

## AVID ELEMENTARY

Canterbury Street School  
Chandler Magnet School  
City View School  
Quinsigamond School  
Lincoln Street School  
May Street School  
Norrback Avenue School  
Nelson Place School  
Rice Square School

## AVID SECONDARY

Burncoat High School  
Burncoat Middle School  
Dr. Arthur Sullivan Middle School  
Dr. James A. Caradonio New Citizens Center  
Doherty Memorial High School  
Forest Grove Middle School  
North High School  
South High Community School  
Worcester East Middle School  
Worcester Technical High School

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## A Sample Week in the AVID Elective

### *Daily or Block Schedule*

Monday	Tuesday	Wednesday	Thursday	Friday
				<b>Binder Evaluation</b> <b>Field Trips</b> <b>Media Center</b> <b>Speakers</b> <b>Motivational Activities</b> <b>(within block)</b>
AVID Curriculum	Tutorials	AVID Curriculum	Tutorials	
Combination for Block Schedule		Combination for Block Schedule		

### Curriculum:

- Writing
- College and Careers
- Strategies for Success
- Critical Reading

### Tutorials:

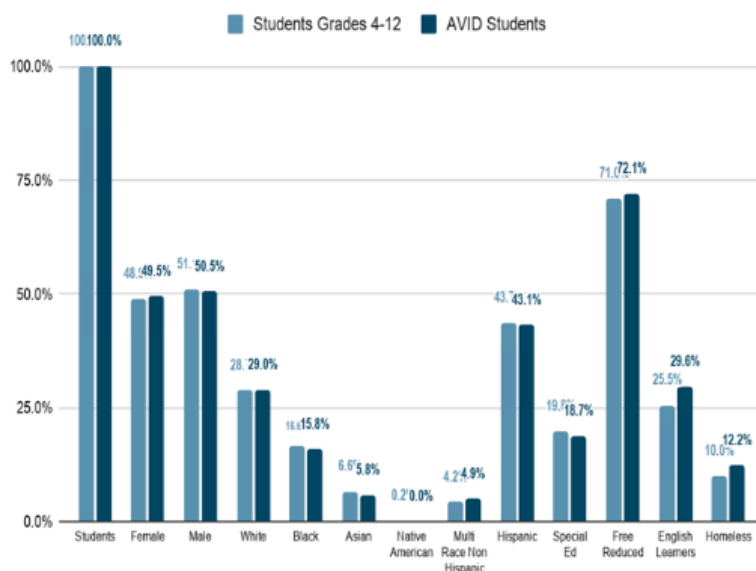
- Collaborative Study Groups
- Writing Groups
- Socratic Seminars

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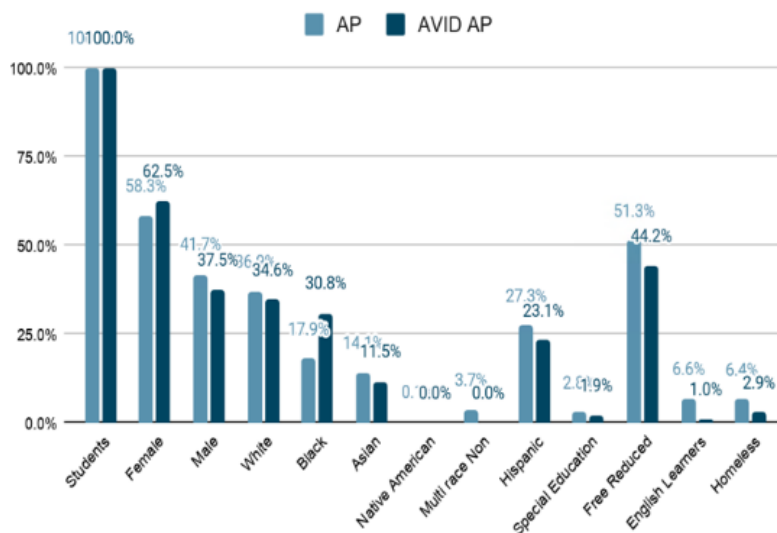
# AVID Demographic Enrollment Totals

Comparison of 2019-20  
subgroup data of students  
in grades 4-12 and  
AVID students



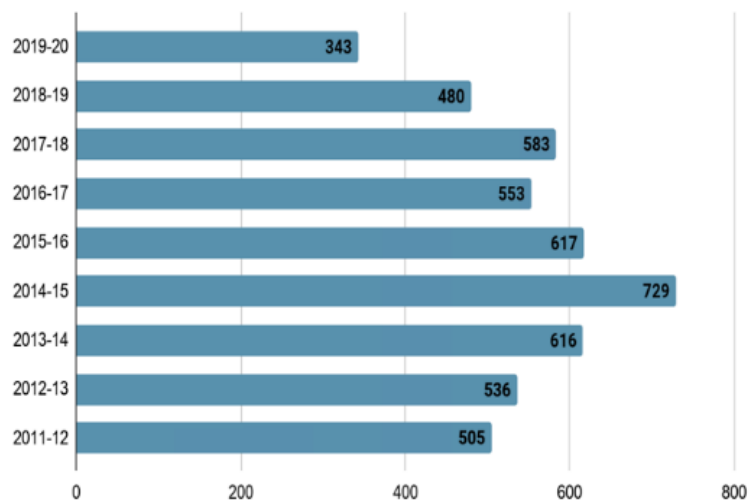
# AVID Advanced Placeme Enrollment

Comparison of 2019-20  
student subgroup data



## AVID/Advanced Placement Exams

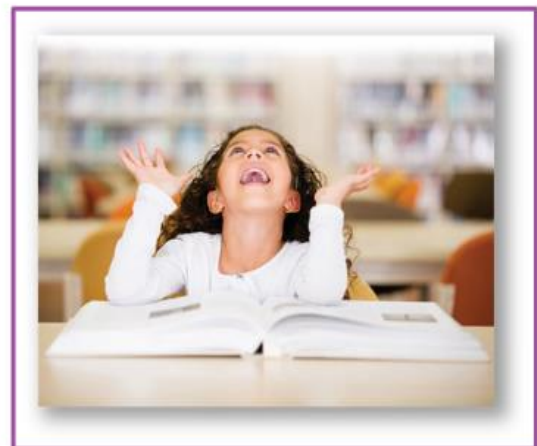
Number of AP exams taken by AVID students



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## The AVID Impact on Schools

- **Support enrollment** in advanced academic courses
- AP and Honors **increase the rigor** of all courses
- Implement **instructional best practices** for all students in the school
- Create a **college-going culture** throughout the school



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**\*\*\*\*\* AVID SCHOOLWIDE \*\*\*\*\***

**FOREST GROVE MIDDLE SCHOOL  
SULLIVAN MIDDLE SCHOOL**

**----- Impacts -----**

**1,844 Students**

**217 Staff**

**5 AVID Center Facilitated Virtual Trainings**

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**Goal: To support schoolwide development of student academic skills by preparing all students for college and career readiness through AVID strategies.**

**Yearlong Intensive AVID Professional Opportunities**

**FOREST GROVE MIDDLE SCHOOL  
SULLIVAN MIDDLE SCHOOL**

**----- COLLABORATED -----**

**Monthly Meetings: AVID Center/WPS AVID Office/FIC**

**AVID Professional Learning Workshops (5) Held on 12/11/20**

**217 FGMS and SMS Staff Attended Together**

**Conducted by Focused Instructional Coaches and AVID Center**

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## New Initiatives: March 2020 - Present

- Holy Cross College Student Panels
- New England Revolution Professional Soccer Team Partnership
- Framingham State University Admission Sessions/Application Fee Waiver
- WPI Ambassadors “My College Experience” Sessions
- Worcester State University/DESE Accreditation/Verification Team
- WPS AVID Office/Develop with AVID Center Community Partnership/  
Professional Learning Module
- AVID Critical Reading and Writing Strategies/Alignment Support of SRSD
- AVID Virtual College Fair/Spring 2021

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## The AVID College/University Tutor Pipeline

**The AVID tutorial and the AVID tutor are *integral to the success* of the Worcester Public Schools AVID System**



16

# The AVID Tutorial

The goal is to **increase student achievement** in content area classes by developing **critical thinking skills** through **Socratic Inquiry** and **collaborative problem solving**



17

# The AVID Tutor

The AVID tutor guides the students by asking *probing questions* with the intent of developing and deepening the AVID students' understanding



18

## Building Capacity and Retention

**192** AVID trained tutors placed in **86** AVID Elective classrooms

- College of the Holy Cross – Community-Based Learning Students, NPCC, Community Service and Financial Aid
- Worcester State University – Pre-Practicum Fieldwork for Education Students
- Generational Tutors – Nine Tutors at DHS, BMS, BHS and NCC
- Assumption University – Human Services and Rehabilitation Studies/Internships
- Mass College of Pharmacy and Health Sciences - Credit Earned/Community Service
- Clark University - Community Service
- Worcester Polytechnic Institute - Engineering Ambassadors and Community Service



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## WPS AVID/AVID Center Pilot/Encore Boston AVID Generational Tutors



Gen2Gen tutors help us meet our growing demands for AVID tutors

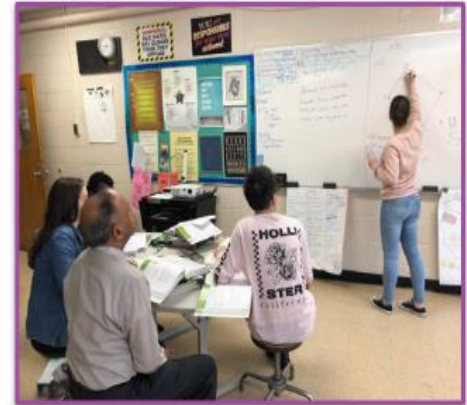


20



## WPS AVID Generational Tutor Benefits:

- Experience
- Time and talent
- Partnership with RSVP and Encore Boston
- Eager to serve
- Remain involved for several years
- A rich intergenerational experience for all stakeholders
- Important change agents
- Mentors



Generational AVID tutors demonstrate what can be accomplished when the growing population of older adults is unleashed to tackle a specific, urgent social challenge...

21

**AVID Trained**  
**646**  
**Teachers/Administrators**  
**2017-2020**



22

## AVID Professional Learning Trainings *2017-2020*

- **Culturally Relevant Teacher Training:** BHS/SMS
- **AVID Science Strategies:** WPS Science
- **AVID WICOR Strategies:** All Focused Coaches
- **AVID PL Modules:** All Focused Coaches
- **AVID Summer Institute:** Philadelphia
- **AVID Center Schoolwide Trainings:** FGMS, SMS
- **AVID Center Virtual “Open Access” Training/AVID Office**
- **AVID Implementation:** NCC Teachers
- **AVID PL Modules:** AVID Elementary Teachers/Burke School, Boston
- **AVID WICOR Strategies:** NCC Teachers
- **AVID Critical Reading/Writing:** AVID Elementary and Secondary Teachers
- **AVID Monthly District Training:** New AVID Writing Curriculum

**All AVID Professional Learning trainings funded by The Hanover Insurance Foundation**



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## The Hanover Insurance Group Foundation and Worcester Public Schools Partnership *2002 - 2020*

- **Organization:** WB Mason delivers 3,000 binders/materials yearly to AVID schools
- **College Field Trips:** Transportation for grades 3 - 12
- **Scholarships:** 14 AVID seniors awarded \$2,000 annually
- **Student College Fair:** AVID/AP students transported to Assumption University/75 colleges represented
- **Teacher Classroom Supplies:** WB Mason delivers supplies to 92 AVID teachers
- **Community Service Learning:** Trained AVID secondary teachers
- **Student/Family Awareness College Fair:** Hanover hosts/MEFA college informational sessions/college student panels
- **Lincoln St. School/Anna Maria College:** AMC/music majors/AVID trained tutors

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# Superintendents' Collaborative

We are pleased to announce,  
**Superintendent Binienda** accepted an invitation from  
Dr. Sandy Husk, AVID CEO, to join the  
AVID SUPERINTENDENTS' COLLABORATIVE.

Ten superintendents from across the US will strategize  
on how to best incorporate AVID strategies in districts  
and collaborate to address challenges in education  
today.

**Superintendent Maureen Binienda's input will help  
AVID shape its district-wide approach.**



The  
**Hanover**  
Insurance Group  
FOUNDATION™

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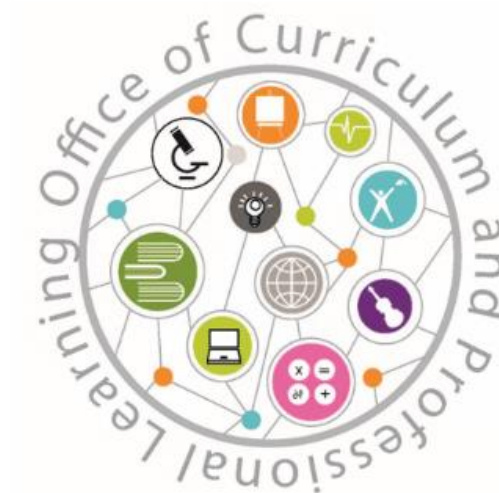
**ganiasm@woesterschools.net**

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**mathieu@worcesterschools.net**

**@OCPLwps**

**www.worcesterschools.net**



The  
**Hanover**  
Insurance Group  
FOUNDATION™

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X. GENERAL BUSINESS  
Administration/Ms. Novick/  
Mrs. Clancey/Mr. Foley/Ms. McCullough  
(January 19, 2021)

CURRENT ITEM - gb #0-197.1  
S.C. MEETING - 2-4-21

1ST ITEM gb #0-197 S.C.MTG. 6-4-20  
2ND ITEM gb #0-197.1 S.C.MTG. 2-4-21

ITEM:

Response of the Administration to the request to consider the MassINC report [Gateway Cities at the Center of the Digital Divide](#).

ORIGINAL ITEM: Ms. Novick/Mrs. Clancey/Mr. Foley/Ms. McCullough  
(May 27, 2020)

To consider the MassINC report "[Gateway Cities at the Center of the Digital Divide](#)".

PRIOR ACTION:

6-4-20 - On a roll call of 7-0, the item was referred to the Administration.

BACKUP:

The disparities for students in urban centers of Massachusetts, and in particular Worcester, have been at the forefront of planning both internally and in collaboration with City offices and community agencies. The Administration identified a plan for closing the digital divide in the short term for the 2020-21 school year. The staff is working with families and students to make sure that access is maintained. Looking ahead to the 2021-22 school year and beyond, there are activities taking place to plan for sustainability such as seeking out grants. However, the WPS will require increased budget funding to sustain the device and internet tools that were purchased with one-time federal CARES funding.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.



X. GENERAL BUSINESS  
Administration/Miss Biancheria/  
Mr. Foley/Ms. McCullough/  
Mr. Monfredo/Ms. Novick  
(January 19, 2021)

CURRENT ITEM - gb #0-208.1  
S.C. MEETING - 2-4-21

1ST ITEM gb #0-208 S.C.MTG. 6-18-20  
2ND ITEM gb #0-208.1 S.C.MTG. 2-4-21

ITEM:

Response of the Administration to the request to discuss the free lunch tally decrease in comparison to actual enrollment numbers and the effect this will have on any/all funding.

ORIGINAL ITEM: Miss Biancheria/Mr. Foley/Ms. McCullough/Mr. Monfredo/Ms. Novick  
(June 10, 2020)

Request that the Administration discuss the free lunch tally decrease in comparison to actual enrollment numbers and the effect this will have on any/all funding.

PRIOR ACTION:

6-18-20 - On a roll call of 7-0, the item was referred to the Administration.

BACKUP:

Annex A (1 page) contains a copy of the Administration's response to the item.

RECOMMENDATION OF MAKER:

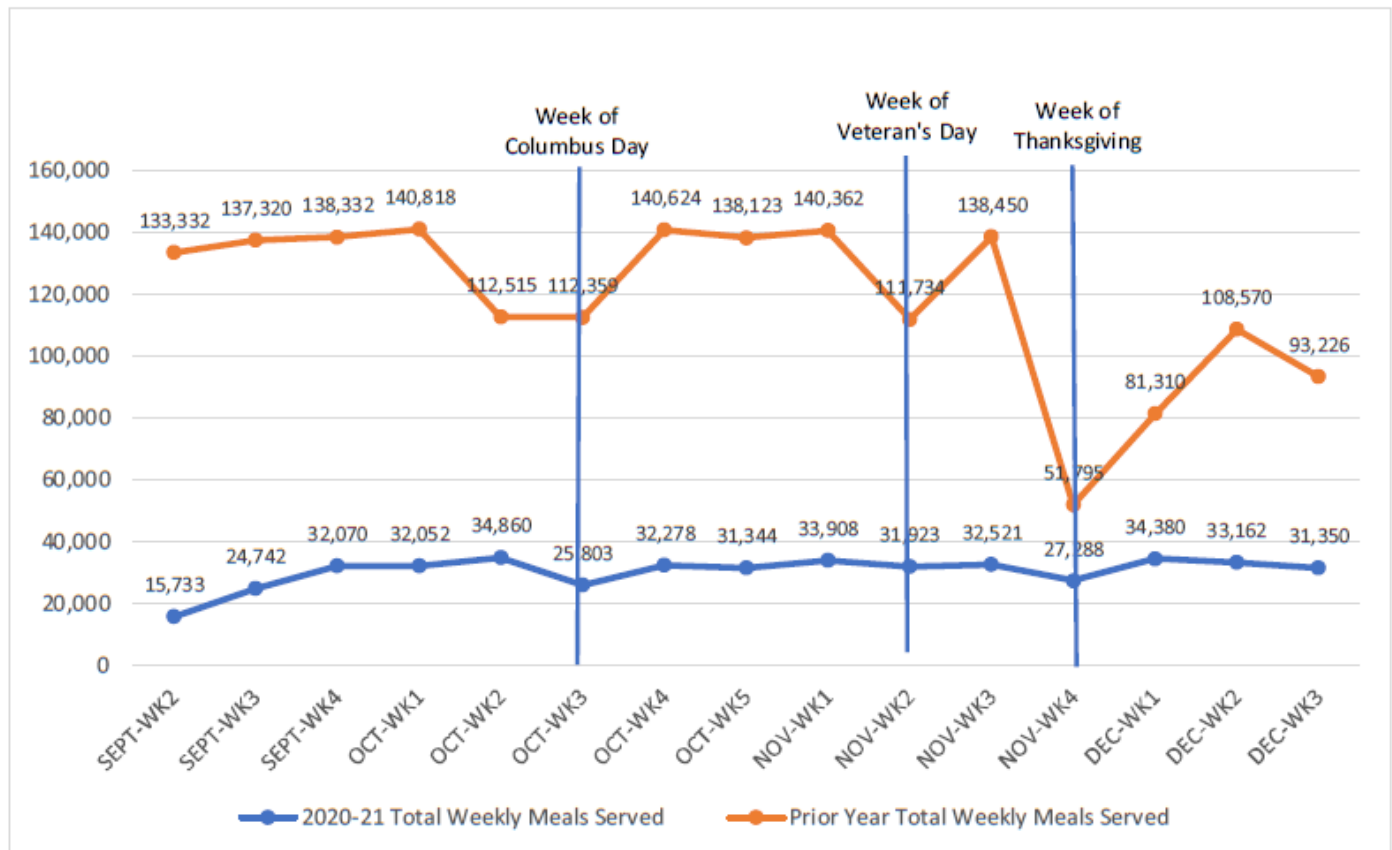
RECOMMENDATION OF ADMINISTRATION:

Accept and file.

Total School Nutrition Weekly Meals Served  
September - December 2020  
Compared to September 2019- December 2019

Annex A  
gb #0-208.1  
Page 1

Month & Week Number	2020-2021 Week-Ending	Total Breakfast Served	Total Lunches Served	2020-21 Total Weekly Meals Served	2020-21 State and Federal Funding	Prior Year Week-Ending	Prior Year Total Weekly Meals Served	Prior Year State and Federal Funding
SEPT-WK2	9/11/2020	7,901	7,832	15,733	51,287	9/13/2019	133,332	407,465
SEPT-WK3	9/18/2020	12,321	12,421	24,742	80,841	9/20/2019	137,320	419,246
SEPT-WK4	9/25/2020	16,168	15,902	32,070	104,432	9/27/2019	138,332	421,724
OCT-WK1	10/2/2020	16,013	16,039	32,052	104,633	10/4/2019	140,818	427,691
OCT-WK2	10/9/2020	17,430	17,430	34,860	113,774	10/11/2019	112,515	341,856
OCT-WK3	10/16/2020	12,954	12,849	25,803	84,121	10/18/2019	112,359	341,407
OCT-WK4	10/23/2020	16,122	16,156	32,278	105,378	10/25/2019	140,624	427,328
OCT-WK5	10/30/2020	15,671	15,673	31,344	102,301	11/1/2019	138,123	420,953
NOV-WK1	11/6/2020	16,949	16,959	33,908	110,676	11/8/2019	140,362	427,566
NOV-WK2	11/13/2020	15,940	15,983	31,923	104,227	11/15/2019	111,734	340,594
NOV-WK3	11/20/2020	16,281	16,240	32,521	106,104	11/22/2019	138,450	421,358
NOV-WK4	11/27/2020	13,938	13,350	27,288	88,539	11/29/2019	51,795	157,210
DEC-WK1	12/4/2020	17,477	16,903	34,380	111,698	12/6/2019	81,310	249,228
DEC-WK2	12/11/2020	16,604	16,558	33,162	108,192	12/13/2019	108,570	331,922
DEC-WK3	12/18/2020	15,630	15,720	31,350	102,399	12/20/2019	93,226	291,396
TOTALS				453,414	1,478,600		1,778,870	5,426,946



X. GENERAL BUSINESS  
Administration/Mayor Petty/  
Miss Biancheria/Mrs. Clancey/  
Ms. McCullough/Mr. Monfredo/Ms. Novick  
(January 25, 2021)

CURRENT ITEM - gb #0-286.5  
S.C. MEETING - 2-4-21

1ST ITEM	gb #286	S.C.MTG. 9-17-20
2ND ITEM	gb #286.1	S.C.MTG. 10-1-20
3RD ITEM	gb #0-286.2	S.C.MTG. 10-15-20
4TH ITEM	gb #0-286.3	S.C.MTG. 11-5-20
5TH ITEM	gb #0-286.4	S.C.MTG. 12-3-20
6 TH ITEM	gb #0-286.5	S.C.MTG. 2-4-21

ITEM:

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

ORIGINAL ITEM: Mayor Petty/Miss Biancheria/Mrs. Clancey/Ms. McCullough/  
Mr. Monfredo/Ms. Novick (September 8,2020)

To provide a brief update on COVID-19 and remote learning and file all other outstanding items pertaining to these topics.

PRIOR ACTION:

12-3-20 - Superintendent Binienda discussed the updates of COVID-19 cases in the school system and also the Reopening Transition Plan for Group C students who will return to school on January 25, 2021.  
Mayor Petty acknowledged the hard work of the teachers and administrators during remote learning.  
Ms. Novick requested that the letter from the Commissioner be forwarded to the School Committee members.  
Ms. Novick made the following motion:  
Request that Mayor Petty forward a letter to the State Delegation regarding the spread of COVID-19 to students and the profound impact it has on them.  
On a roll call of 7-0, the motion was approved.  
Mayor Petty stated that he feels that the right decisions have been made and will continue to be made in regards to students returning to school and that their safety and wellbeing will be the top priority.  
On a roll call of 7-0, the item was discussed and held.

BACKUP:

The Administration will speak to the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Discuss and hold the item.

X. GENERAL BUSINESS  
Administration/Ms. Novick/  
Mrs. Clancey/Ms. McCullough  
(January 19, 2021)

CURRENT ITEM - gb #0-347.1  
S.C. MEETING - 2-4-21

1ST ITEM gb #0-347 S.C.MTG. 11-5-20  
2ND ITEM gb #0-347.1 S.C.MTG. 2-4-21

ITEM:

Response of the Administration to the request to 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.

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

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.

PRIOR ACTION:

11-5-20 - On a roll call of 7-0, the item was referred to the Administration.

BACKUP:

Annex A (1 page) contains a copy of the Administration's response to the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.

**Response:**

1. District and school administrators reviewed data, consulted legal counsel, and developed the following proposed admissions process to be used for the 2021-2022 school year only:

Criteria for 2021-22

Students who meet the following criteria will be invited to apply to the Goddard Scholars Academy at Sullivan Middle School (current 5th graders) and the Hanover Insurance Academy of the Arts at Burncoat Middle School (current 6th graders):

Worcester residents who received MEETING or EXCEEDING on both ELA and Math from 2019 MCAS (ELA and Math) scores and/or scores on both STAR Reading and STAR Math from January 2020 in the 75th percentile or higher.

Applicants will be placed into two tiers:

<b>Tier 1</b>	<b>Tier 2</b>
2019 MCAS score of <b>Exceeding Expectations</b> on one test (ELA or Math) <b>and</b> a scale score of 520 or above on the other.	2019 MCAS scores of <b>Meeting Expectations</b> or above for <b>both</b> tests (500+)  <b>and/or</b> January 2020 STAR scores in reading <b>and</b> math in the <b>75th percentile or better</b>
Automatic acceptance up to 50 seats.	Lottery selection to fill the remaining of the 50 seats.

**Selection Process:**

- All Tier 1 students who apply to either program will be accepted.
  - Remaining applicants from Tier 2 will be chosen during a public lottery to fill the remainder of the 50 seats in each program.
  - A waiting list for each program will be created during the lottery to fill any open seats that become available, with students to be placed on the list in the order they are drawn.
2. District and school administration intend to engage with the School Committee and a broad range of stakeholders to consider revisions to the admissions policies for these programs for 2022-2023 and beyond.

X. GENERAL BUSINESS  
Mr. Monfredo/Miss Biancheria/Mrs. Clancey/  
Mr. Foley/Ms. McCullough/  
Ms. Novick/Mayor Petty  
(January 19, 2021)

ITEM - gb #1-24  
S.C. MEETING - 2-4-21

ITEM:

Request that the Administration forward letters of congratulations to the following Worcester public school students for their winning poetry entries in the Martin Luther King, Jr. Annual Contest Event:

Grade 7	Ashika Gurung Isabel Pearson Natalia Okala Noushing Bardizbanian Samantha Finkle Mikayla Elmes	Burncoat Middle School Burncoat Middle School Burncoat Middle School Burncoat Middle School Burncoat Middle School Sullivan Middle School
<u>Grade 8</u>	Alexis Danielle Coleman Njorge Derek Rivera Zayas Tevin Mbogo Olivia Robeau Shannon Dennehy	Burncoat Middle School Burncoat Middle School Burncoat Middle School Sullivan Middle School Sullivan Middle School
<u>Grade 9</u>	Anyah Geist	South High Community School
<u>Grade 10</u>	Judith Adu	Worcester Technical High School
<u>Grade 12</u>	Alayjah Lane Jamine Owusu Jocelyn Figueroa Cosme	Worcester Technical High School North High School Claremont Academy

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Forward letters.

X. GENERAL BUSINESS  
Ms. McCullough/Miss Biancheria/Mrs. Clancey/  
Mr. Foley/Mr. Monfredo  
(January 19, 2021)

ITEM - gb #1-25  
S.C. MEETING - 2-4-21

ITEM:

Request that the Administration provide weekly updates to families, staff and community with potential return dates for in person learning and progress that is being made to achieve it.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS  
Administration  
(January 19, 2021)

ITEM - gb #1-26  
S.C. MEETING - 2-4-21

ITEM:

To approve a decrease in the mileage reimbursement rate from \$0.575 per mile to \$0.56 per mile, effective January 1, 2021, for all represented and non-represented personnel in accordance with the 2021 standard mileage rate established by the Internal Revenue Service.

PRIOR ACTION:

BACKUP:

Annex A (1 page) contains a copy of the IRS issues standard mileage rates for 2021.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.





# IRS issues standard mileage rates for 2021

IR-2020-279, December 22, 2020

WASHINGTON — The Internal Revenue Service today issued the 2021 optional standard mileage rates used to calculate the deductible costs of operating an automobile for business, charitable, medical or moving purposes.

Beginning on January 1, 2021, the standard mileage rates for the use of a car (also vans, pickups or panel trucks) will be:

- 56 cents per mile driven for business use, down 1.5 cents from the rate for 2020,
- 16 cents per mile driven for medical, or moving purposes for qualified active duty members of the Armed Forces, down 1 cent from the rate for 2020, and
- 14 cents per mile driven in service of charitable organizations, the rate is set by statute and remains unchanged from 2020.

The standard mileage rate for business use is based on an annual study of the fixed and variable costs of operating an automobile. The rate for medical and moving purposes is based on the variable costs.

It is important to note that under the [Tax Cuts and Jobs Act](#), taxpayers cannot claim a miscellaneous itemized deduction for unreimbursed employee travel expenses. Taxpayers also cannot claim a deduction for moving expenses, unless they are members of the Armed Forces on active duty moving under orders to a permanent change of station. For more details see [Moving Expenses for Members of the Armed Forces](#).

Taxpayers always have the option of calculating the [actual costs](#) of using their vehicle rather than using the standard mileage rates.

Taxpayers can use the standard mileage rate but must opt to use it in the first year the car is available for [business use](#). Then, in later years, they can choose either the standard mileage rate or actual expenses. Leased vehicles must use the standard mileage rate method for the entire lease period (including renewals) if the standard mileage rate is chosen.

[Notice 2021-02](#) [PDF](#), contains the optional 2021 standard mileage rates, as well as the maximum automobile cost used to calculate the allowance under a fixed and variable rate (FAVR) plan. In addition, the notice provides the maximum fair market value of employer-provided automobiles first made available to employees for personal use in calendar year 2021 for which employers may use the fleet-average valuation rule in or the vehicle cents-per-mile valuation rule.

*Page Last Reviewed or Updated: 22-Dec-2020*

X. GENERAL BUSINESS  
Ms. McCullough/Miss Biancheria/Mrs. Clancey/  
Mr. Foley/Mr. Monfredo/Ms. Novick  
(January 19, 2021)

ITEM - gb #1-27  
S.C. MEETING - 2-4-21

ITEM:

Request that the Administration provide an update on any virtual activities that have occurred or will be occurring for athletes who have been unable to participate in sports this school year.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS  
Ms. McCullough/Miss Biancheria/Mrs. Clancey/  
Mr. Foley/Mr. Monfredo  
(January 19, 2021)

ITEM - gb #1-28  
S.C. MEETING - 2-4-21

ITEM:

Request that the Administration provide an update, when it becomes available, regarding Fall 2 sports.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS  
Mrs. Clancey/Miss Biancheria/Mr. Foley/  
Ms. McCullough/Mr. Monfredo/Ms. Novick  
(January 19, 2021)

ITEM - gb #1-29  
S.C. MEETING - 2-4-21

ITEM:

Request that the Administration provide an update on the Pre-K programs offered throughout the district for the 2021-22 school year and the community outreach planned for enrollment.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS  
Ms. McCullough/Miss Biancheria/Mrs. Clancey/  
Mr. Foley/Mr. Monfredo  
(January 20, 2021)

ITEM - gb #1-30  
S.C. MEETING - 2-4-21

ITEM:

Request that the Administration provide an update on air quality and HVAC work in buildings and new dates for return to school.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS  
Mr. Monfredo/Miss Biancheria/Mrs. Clancey/  
Mr. Foley/Ms. McCullough/  
Ms. Novick/Mayor Petty  
(January 20, 2021)

ITEM - gb #1-31  
S.C. MEETING - 2-4-21

ITEM:

To set a date to recognize Magdalena Ganas, Ed.D., Manager of Curriculum and Professional Learning and Science Coordinators Christine Lloyd and Jeff Glick for their innovative work in creating science kits for over 12,000 elementary students.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Set the date of Thursday, February 25, 2021.

X. GENERAL BUSINESS  
Ms. McCullough/Miss Biancheria/Mrs. Clancey/  
Mr. Foley/Mr. Monfredo/  
Ms. Novick/Mayor Petty  
(January 20, 2021)

ITEM - gb #1-32  
S.C. MEETING - 2-4-21

ITEM:

Request that the Administration forward letters of recognition to Connor Valenti and Griffyn Tedeschi, students at Norrback Avenue School, in collaboration with their five neighborhood friends, who completed an independent service project by cleaning up the Thorndyke Road School's playground.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Forward letters.

X. GENERAL BUSINESS  
Miss Biancheria/Mrs. Clancey/  
Ms. McCullough/Mr. Monfredo/Ms. Novick  
(January 20, 2021)

ITEM - gb #1-33  
S.C. MEETING - 2-4-21

ITEM:

Request that the Administration notify staff regarding National Wear Red Day on Friday, February 5, 2021 to raise awareness about heart disease.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file due to the fact that the information was already forwarded to Worcester Public Schools All.



X. GENERAL BUSINESS  
Miss Biancheria/Mrs. Clancey/  
Ms. McCullough/Mr. Monfredo  
(January 20, 2021)

ITEM - gb #1-34  
S.C. MEETING - 2-4-21

ITEM:

Request that the Administration celebrate Safer Internet Day on Tuesday, February 9, 2021.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Forward email to Worcester Public Schools All and file the item.

X. GENERAL BUSINESS  
Administration  
(January 25, 2021)

ITEM - gb #1-35  
S.C. MEETING - 2-4-21

ITEM:

To consider approval of the proposed 2021-22 Student Handbook of the Worcester Public Schools.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Standing Committee on Governance and Employee Issues.

X. GENERAL BUSINESS  
Mr. Monfredo/Miss Biancheria  
Mrs. Clancey/Ms. McCullough  
(January 25, 2021)

ITEM - gb #1-36  
S.C. MEETING - 2-4-21

ITEM:

Request that all students in grades K-6 participate in the NEA's "Read Across America Day" on March 2, 2021 honoring Dr. Seuss by providing a variety of motivational reading activities.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Forward email to Worcester Public Schools All and file the item.

X. GENERAL BUSINESS  
Mr. Monfredo/Miss Biancheria/Mrs. Clancey/  
Mr. Foley/Ms. McCullough  
(January 26, 2021)

ITEM - gb #1-37  
S.C. MEETING - 2-4-21

ITEM:

Request that the staff of the WPS celebrate the month of February as Black History Month by discussing the many contributions of Black Americans.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Forward email to Worcester Public Schools All and file the item.

X. GENERAL BUSINESS  
Miss Biancheria/Mr. Foley/Mr. Monfredo  
(January 26, 2021)

ITEM - gb #1-38  
S.C. MEETING - 2-4-21

ITEM:

Request that the Administration provide a report on the number of nurses who have received the COVID vaccination.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Provide the number at the meeting and file.

X. GENERAL BUSINESS  
Miss Biancheria/Mr. Foley/Mr. Monfredo/  
Ms. Novick  
(January 26, 2021)

ITEM - gb #1-39  
S.C. MEETING - 2-4-21

ITEM:

Request that the Administration provide a report on the timeline for the administration of the COVID vaccine to staff prior to the return to school.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS  
Miss Biancheria/Mrs. Clancey/  
Mr. Foley/Ms. McCullough/  
Mr. Monfredo/Ms. Novick  
(January 26, 2021)

ITEM - gb #1-40  
S.C. MEETING - 2-4-21

ITEM:

Request that the Administration discuss the Green Report from the City Council which pertains to the use of an electric versus gas heating system at the new Doherty Memorial High School.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS  
Ms. Novick/Mrs. Clancey/  
Mr. Foley/Ms. McCullough/  
Mr. Monfredo  
(January 25, 2021)

ITEM - gb #1-41  
S.C. MEETING - 2-4-21

ITEM:

To consider an update from the Administration on the Student Information System (SIS).

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.



X. GENERAL BUSINESS  
Ms. Novick/Mrs. Clancey/  
Mr. Foley/Ms. McCullough/  
Mr. Monfredo  
(January 25, 2021)

ITEM - gb #1-42  
S.C. MEETING - 2-4-21

ITEM:

Request administration propose for Committee deliberation shifts in practice, curriculum, process, and culture that have taken place during remote learning for possible retention for in-person learning.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Standing Committee on Teaching, Learning, and Student Supports.

X. GENERAL BUSINESS  
Ms. Novick/Miss Biancheria/Mrs. Clancey/  
Mr. Foley/Ms. McCullough/  
Mr. Monfredo  
(January 26, 2021)

ITEM - gb #1-43  
S.C. MEETING - 2-4-21

ITEM:

Request administration share with seniors, their families, and the larger public the importance of completing the FAFSA during the month of February.

PRIOR ACTION:

Annex A (13 pages) contains a copy of the Evidence Based Decision Making: Update on College Access Data for the Class of 2021.

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.



# Evidence Based Decision Making: Update on College Access Data for the Class of 2021

January 26, 2021

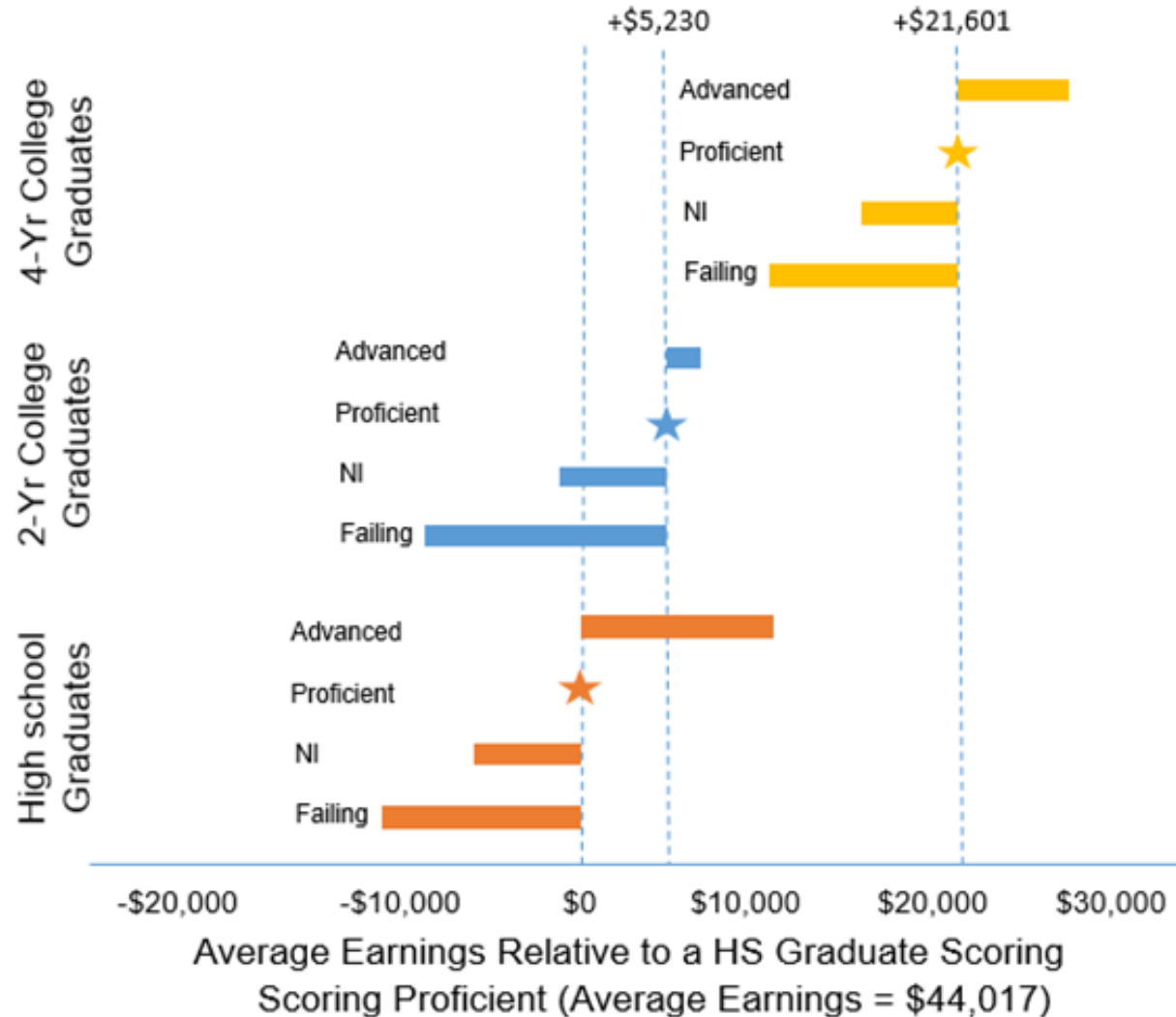
*Matt Deninger, Nyal Fuentes*

# MA is committed to Evidence-Informed Policy Making

In January 2020, both the Board of Elementary and Secondary Education and the Board of Higher Education voted on a common vision of evidence-based policy making.

*"...resolves to make a broad-based commitment to collect, review, and act on high-quality evidence to inform ongoing and new initiatives...[and to] analyze the data needed to understand the students and adults served by our systems, their needs, and the impact of various policies and initiatives"*

# Data Story: 1/6 - Long term value of a college degree

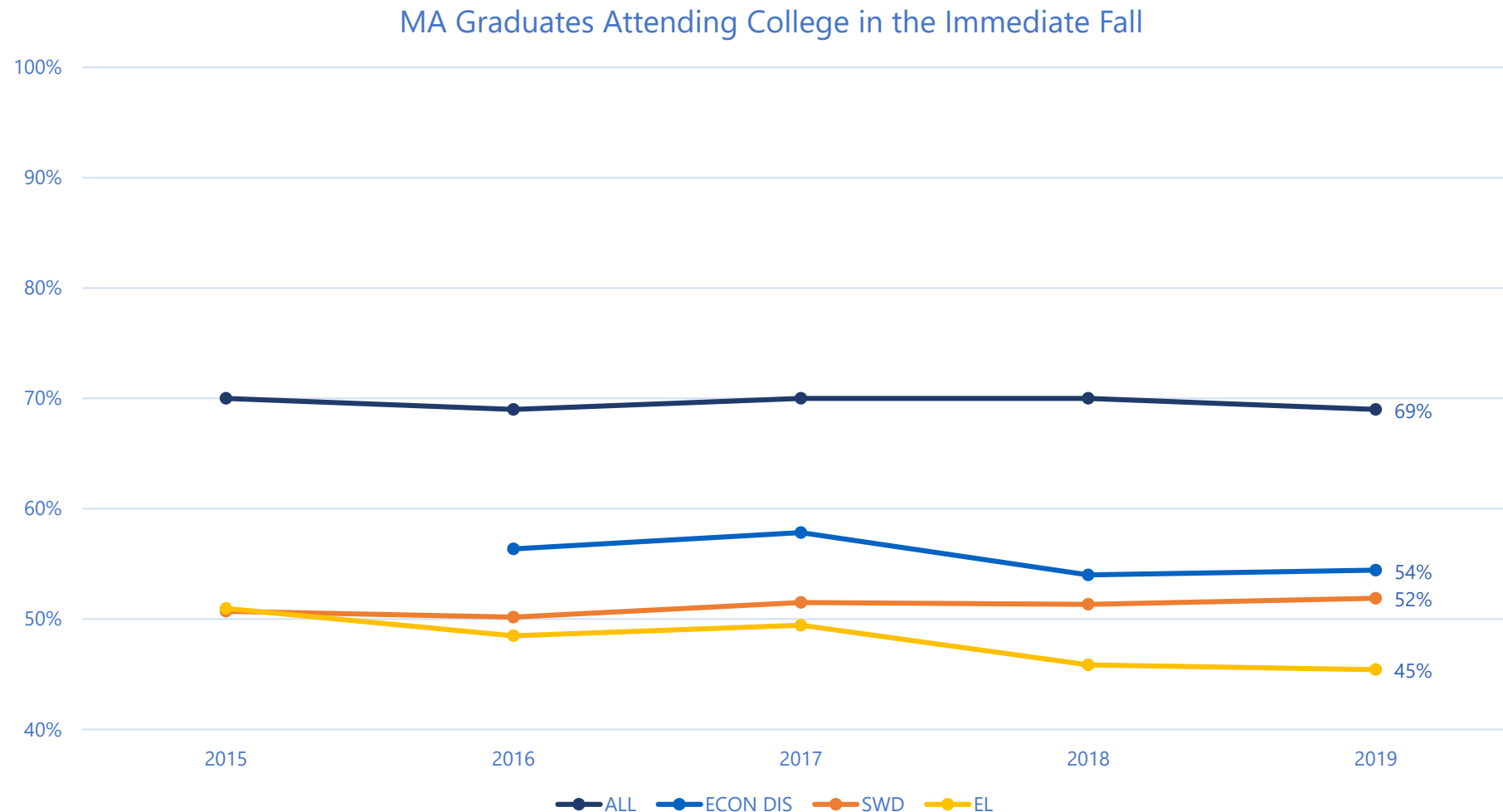


- College degrees predict earnings
- Academic preparation predicts earnings over and above college degrees

Source: Papay, et al. 2020

Massachusetts Departments of Elementary and Secondary Education, and Higher Education

# Data Story: 2/6 - Access to college varies by student group



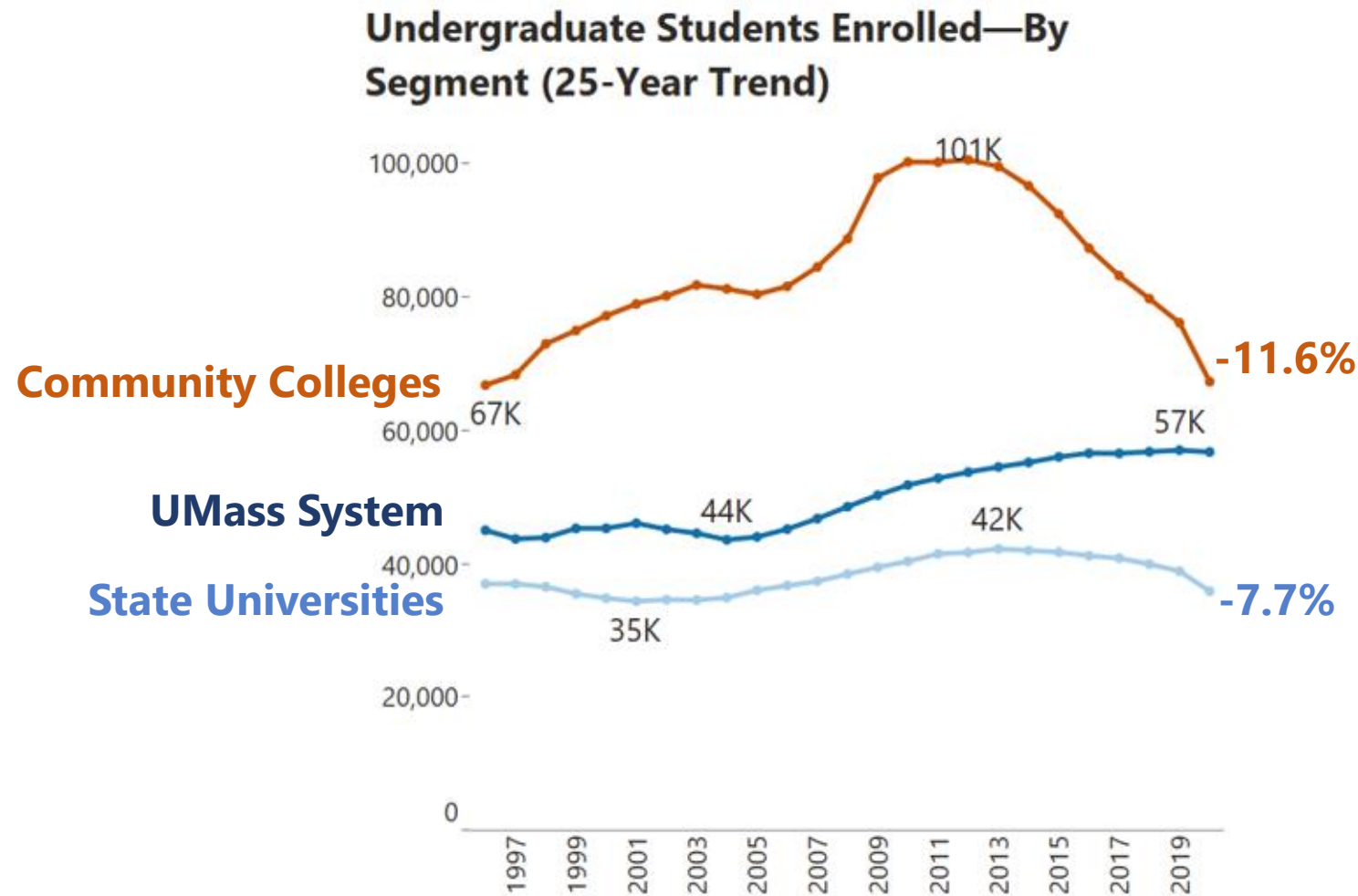
- Even before the pandemic, persistent gaps in college enrollment existed

Source: MA DESE, 2020

Massachusetts Departments of Elementary and Secondary Education, and Higher Education



# Data Story: 3/6 - Access to college declined in Fall 2020

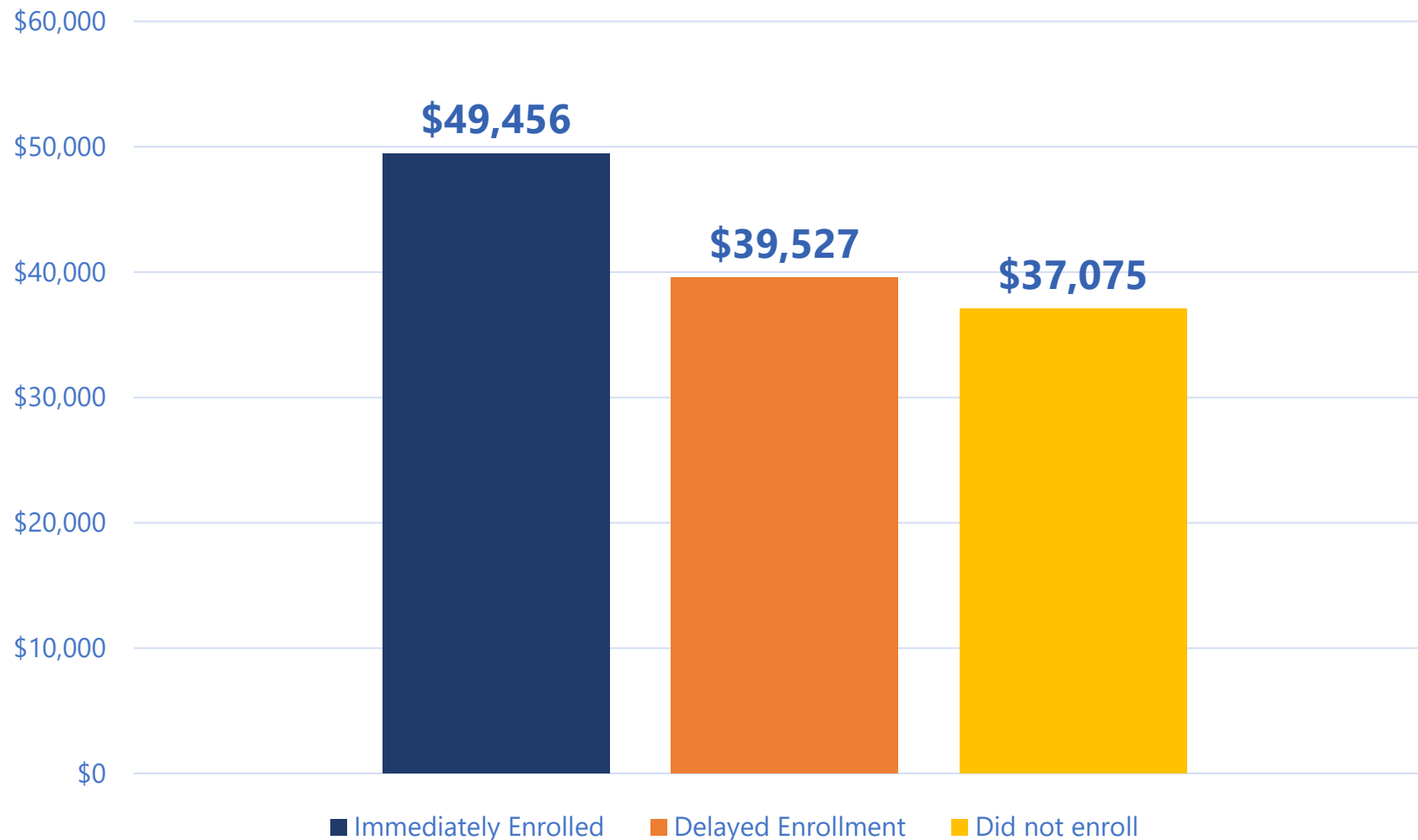


- Fall 2020 enrollment in community colleges and state universities declined sharply
- Fall 2020 enrollment across all higher ed (public & private) dropped ~10%, and ~20% for low income students

Source: MA Board of Higher Ed, 2020

Massachusetts Departments of Elementary and Secondary Education, and Higher Education

# Data Story: 4/6 - Enrolling immediately matters



- Immediate enrollees earn more in their early 30s than students who do not enroll immediately (when comparing similar students from the same school).

Source: Papay, et al. 2021

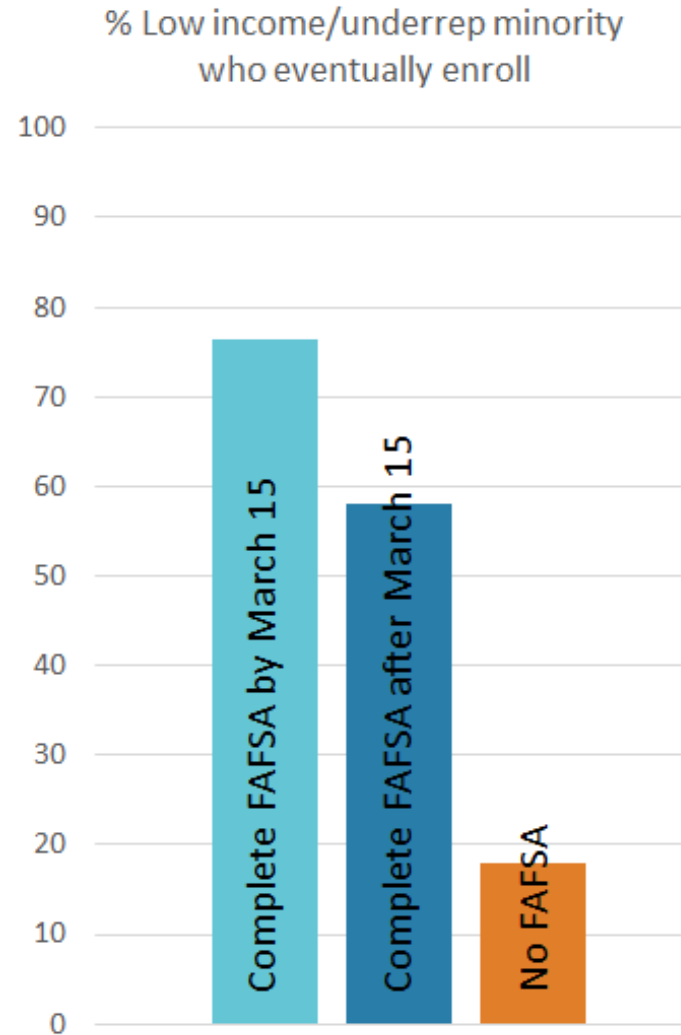
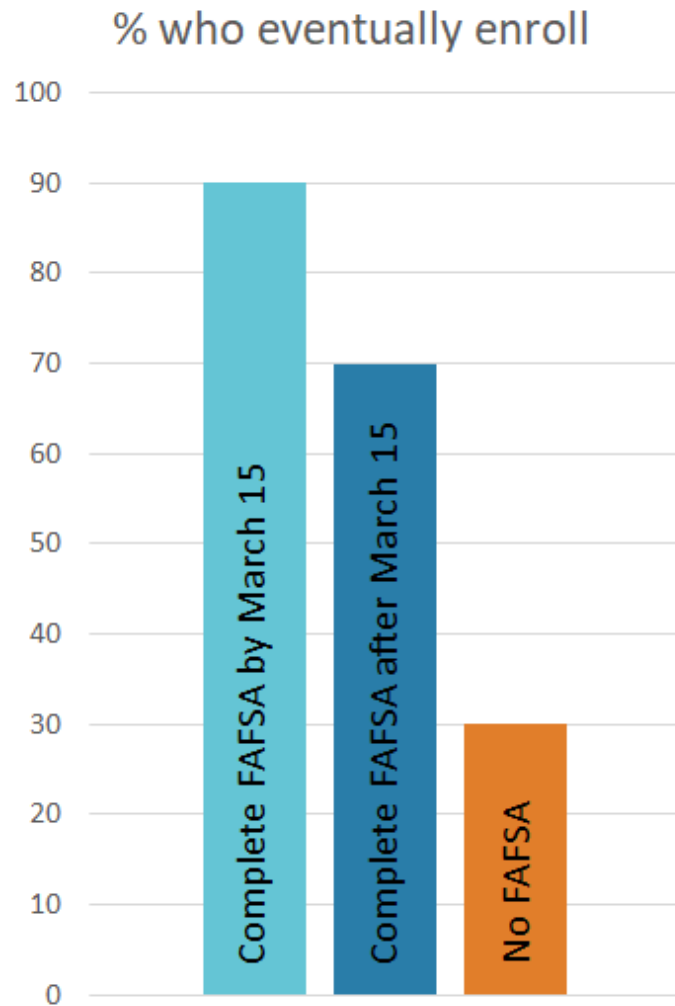
Massachusetts Departments of Elementary and Secondary Education, and Higher Education





- Data suggest:
  - college degrees matter for future earnings
  - enrolling in college in fall immediately after HS graduation matters for future earnings
  - equity gaps in who is accessing college
- What's going to happen this coming fall? What could we look at that might give us a sense of whether this year's HS seniors will enroll immediately this coming fall?
  - Answer: FAFSA completion (Free Application for Federal Student Aid)

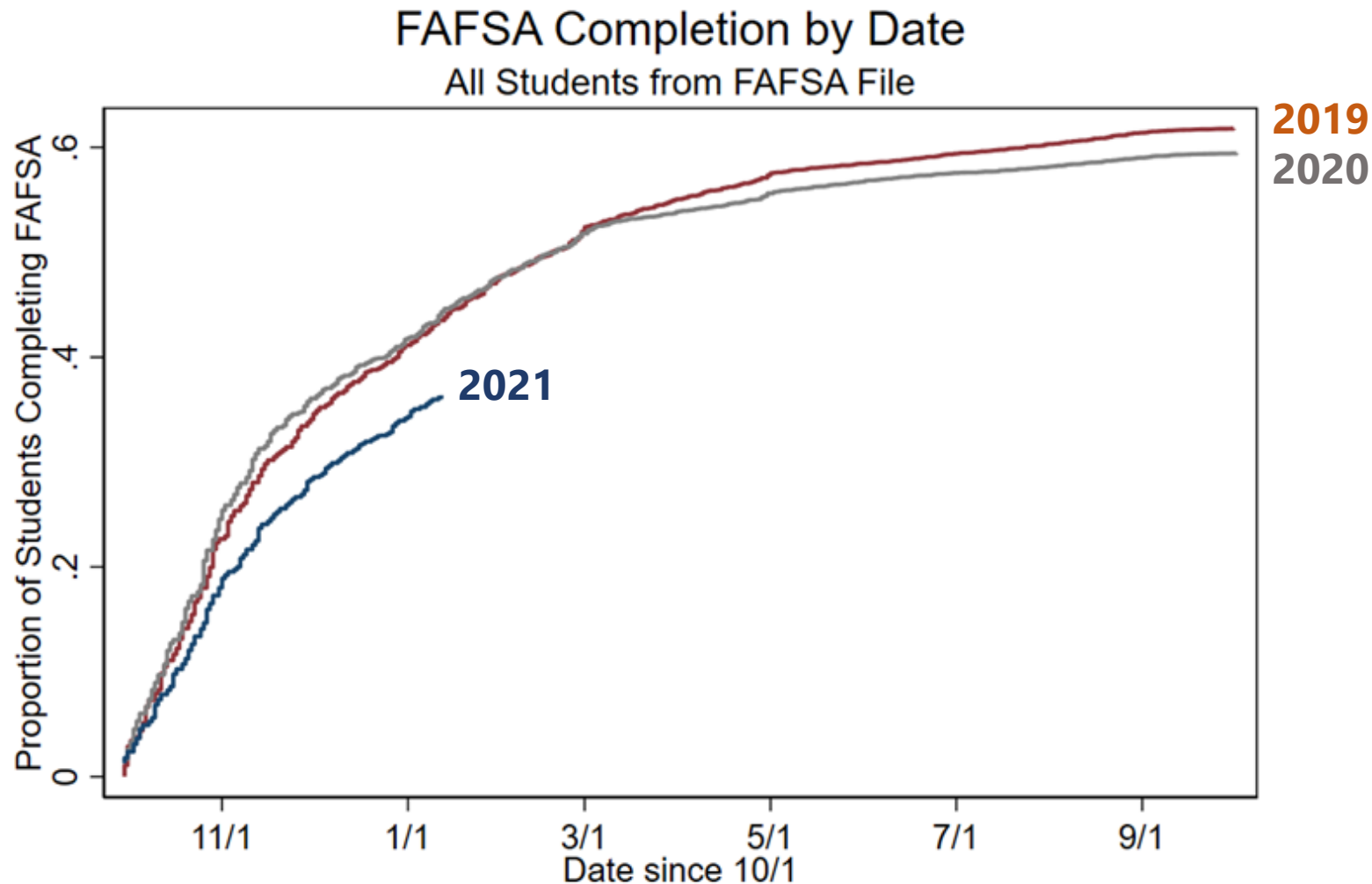
# Data Story: 5/6 - Timely completion of the FAFSA matters



- Students who complete FAFSA early are more likely to enroll

Source: Papay, et al. 2021

# Data Story: 6/6 - FAFSA completion has dipped 10.1%<sup>1</sup> nationally



- FAFSA completion rates are down for this year's high school seniors by 9.3%<sup>2</sup>

Source: Papay, et al. 2021

Massachusetts Departments of Elementary and Secondary Education, and Higher Education

<sup>1</sup> and <sup>2</sup> <https://formyourfuture.org/fafsa-tracker/>

1. College access matters for future earnings
2. Immediate enrollment in college matters for future earnings
3. Immediate enrollment in college dipped in fall 2020, especially among low income students
4. For seniors in high school, on-time FAFSA completion is an indicator of future college enrollment
5. Compared to last year, FAFSA completion is down across the board both nationally and in MA

# Our opportunity: there's still time!

- Opportunity to promote equity in college access amid the pandemic
- Opportunity to keep college options open for families and students this coming fall

## Rallying around the class of 2021:

- Meeting with counselors across MA to understand challenges and bright spots
- Statewide Virtual Convening – Partnering with School Counselors Associations and College Access Groups to share data, tools (FAFSA reports), and evidence-based approaches like direct FAFSA assistance to students and family engagement
- Generating Awareness
  - Commissioner's Zooms with district leaders
  - Collaboration with State Student Advisory Council
  - Collaboration with DHE
  - Evidence-Based Policy Making Task Force Meeting, Feb 1

# Thank You!

## **The FAFSA Analysis Team**

Clantha McCurdy, Elana McDermott, Kate Sandel, Chris Gabrieli, John Papay, Chris Avery, Jonathan Keller, Julie Albino, Nyal Fuentes, Matt Deninger



X. GENERAL BUSINESS  
Ms. Novick/Mrs. Clancey/  
Mr. Foley/Ms. McCullough/  
Mr. Monfredo  
(January 26, 2021)

ITEM - gb #1-44  
S.C. MEETING - 2-4-21

ITEM:

Request administration propose for Committee consideration a priority list of facilities projects to improve the health and safety of school buildings using the new Elementary and Secondary School Emergency Relief Fund.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Standing Committee on Finance and Operations.



X. GENERAL BUSINESS  
Administration  
(January 25, 2021)

ITEM - gb #1-45  
S.C. MEETING - 2-4-21

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-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.

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 – Educational Association of Worcester and Worcester School Committee, Massachusetts Department of Labor Relations, MUP-20-8221, Bargaining Regarding Reopening.

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 – Educational Association of Worcester and Worcester School Committee, Massachusetts Department of Labor Relations, MUP-20-8368, Interactive Process and Requests for Workplace Accommodations.

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).

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Discuss.