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

AGENDA #3

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

on: Thursday, February 2, 2023
at: 5:00 p.m. Executive Session
6:00 p.m. Regular Session
in: Esther Howland South Chamber, City Hall

ORDER OF BUSINESS

A. General Business Items taken in Executive Session

gb 3- 59 –Administration
(January 20, 2023)

To discuss strategy with respect to a litigation of a Worker’s Compensation case for a Bus Monitor.

gb 3- 61 – Administration
(January 26, 2023)

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

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

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the

chair so declares – Successor Contract Negotiations - Massachusetts Laborers’ District Council for and in behalf of Worcester Public Service Employees Local Union 272 of the Laborers’ International Union of North America, AFL-CIO, Unit D, Computer Technicians.

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

To 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 – International Union of Public Employees, Plumbers & Steamfitters, Local – 125.

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 – International Union of Public Employees, Tradesmen, Local -135.

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, Therapy Assistants Unit.

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 – Employee v. Worcester Public Schools, et al., Massachusetts Commission Against Discrimination, Discrimination Charge (2020) and Discrimination Charge (2022).

B. Call to Order

C. Pledge of Allegiance/National Anthem

Rice Square Elementary School Chorus sing the National Anthem.

D. Roll Call

E. Consent Agenda

i. Approval of Minutes

AOR – 3-5 Clerk
(January 2023)

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

ii. Approval of Donations

gb 3-58 – Administration

(January 25, 2023)

Donations

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

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

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

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

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

iii. Notification of Personnel Records

iv. Initial filing of individual recognitions

gb 3-49 – McCullough

(January 17, 2023)

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

Recommendation of Administration

Refer the Administration to forward a letter

F. Items for Reconsideration

G. Held Items

H. Recognition

I. Public Comment

Any member of the public may address the Committee regarding any item before them for two (2) minutes. Those speaking will state their name, their residence, and the item on which they wish to speak for the record. Those speaking may do so in person or via remote participation. Those wishing to address the Committee in a language other than English are asked to notify the Clerk of the Committee in advance, so the Committee may be provided with an interpreter. Members of the Committee may not respond to the comments of the public at the meeting.

J. Public Petition

gb 3-62 Petition

(January 25, 2023)

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

K. Report of the Superintendent

ROS 3-3 – Administration

(January , 2023)

FROM HERE, ANYWHERE... TOGETHER:

Advancing the Success of Students with Disabilities - Part 1

Recommendation of Administration

Accept and file.

L. Reports of the Standing Committees

The Standing Committee on Finance and Operations met virtually on Monday, January 23, 2023 at 6:30pm.

M. Student Advisory Committee Items

N. Approval of Grants and other Finance Items

gb 3-51- Administration

(January 20, 2023)

Prior Year Payments

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

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

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

Recommendation of Administration

Approval on a Roll Call

gb 3-54 - Administration
(January 24, 2023)

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

Recommendation of Administration

Approve on a roll call.

gb 3-55 - Administration
(January 24, 2023)

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

Recommendation of Administration

Approve on a roll call.

gb 3-56 - Administration
(January 24, 2023)

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

Recommendation of Administration

Approve on a roll call.

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

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

Recommendation of Administration
Approve on a roll call.

O. General Business

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

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

Recommendation of Administration
Refer to the Administration.

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

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

Recommendation of Administration
Refer to the Standing Committee of Governance and Employee Issues.

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

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

Recommendation of Administration
Update and File

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

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

Recommendation of Administration

Refer to Teaching Learning and Student Supports

P. ANNOUNCEMENTS

Q. ADJOURNMENT

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

The Worcester Public Schools is an Equal Opportunity/Affirmative Action Employer/Educational Institution and does not discriminate regardless of race, color, ancestry, sex, gender, age, religion, national origin, gender identity or expression, marital status, sexual orientation, disability, pregnancy or a related condition, veteran status or homelessness. The Worcester Public Schools provides equal access to employment and the full range of general, occupational and vocational education programs. For more information relating to Equal Opportunity/Affirmative Action, contact the Human Resource Manager, 20 Irving Street

i. APPROVAL OF RECORDS
Clerk
(January 0, 2023)

ITEM – AOR 3-5
S.C. MEETING – 2-2-23

ITEM:

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

PRIOR ACTION:

BACKUP:

Annex A (pages) contains a copy of the Minutes of the School Committee Meeting of Thursday, January 19, 2023.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Approve on a roll call.

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

Minutes #2

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

on: Thursday, January 19, 2023
at: 5:00 p.m. Executive Session
6:00 p.m. Regular Session
in: Esther Howland South Chamber, City Hall

ORDER OF BUSINESS AS PRESENTED

A. Pledge of Allegiance/National Anthem

D. Roll Call

Present: Member Clancey, Member Johnson, Member Kamara, Member Mailman,
Member McCullough, Member Novick, Mayor Petty

B. General Business Items taken in Executive Session

Ratify the Memorandum of Agreement between the Worcester School Committee
and NAGE R1-16 Cafeteria Workers for the contract duration of August 26,
2021-August 25, 2023.

Roll call, 0-7, approved.

E. Consent Agenda

i. Approval of Minutes

AOR 3-1 - Clerk (January 6, 2023)

To consider approval of the Minutes of the School Committee Meeting of Thursday,
November 17, 2022.

AOR 3-2 - Clerk (January 5, 2023)

To consider approval of the Minutes of the School Committee Meeting of Thursday,
December 1, 2022.

AOR 3-3 - Clerk (January 6, 2023)

To consider approval of the Minutes of the School Committee Meeting of Thursday,
December 15, 2022.

AOR 3-4 - Clerk (January 12, 2023)

To consider approval of the Minutes of the School Committee Meeting of Thursday, January 5, 2023.

ii. Approval of Donations

gb 3-47 - Administration
(January 11, 2023)

To consider approval of the following donations:

- \$1,000 from Girls on the Run to Burncoat Middle School.
- \$500 from Sunbelt rentals to South High School's Diesel program.
- \$2,500 from Fallon Health to Lincoln Street School for the Breezy's Basement and Juniper's Food Pantry.

iii. Notification of Personnel Records

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

Belsito, Joseph Worcester Technical, Teacher, Vocational, Paint/Décor-74, 22-Dec-22
Bisson, Kevin, Forest Grove Middle School, Teacher, Phys Education, 09-Dec-22
Boulais, Jennifer, DAB, Officer Administration, Human Resource, 16-Dec-22
Bowden, Ana, North High School, Teacher, English, Secondary, 22-Dec-22
Brown, Samuel, Grafton Street, Teacher, Elementary, Intermediate, 02-Dec-22
Fox, Ashley, Clark Street, Teacher, Elementary, Preschool, 22-Dec-22
Goulart, Kaitlin, Forest Grove, Teacher, Special Ed, Mod Disabilities, 31-Dec-22
Hundt, Anna, Flagg Street, Teacher, Special Ed, Mod Disabilities, 22-Nov-22
Kubicki, Victoria, Vernon Hill, Teacher, Elementary, Primary, 02-Dec-22
Kutarnia, Gina, Vernon Hill, Teacher, Elementary, Primary, 25-Nov-22
Maguire, Meaghan, Systemwide Teacher, Music, 22-Dec-22
Mulvey, Katharine, Systemwide Speech & Language Pathologist, SpEd, 28-Nov-22
Pinto, Marrison, Systemwide Speech & Language Pathologist, SpEd, 09-Jan-23
Root, Caroline, Thorndyke Road, Teacher, Elementary, Intermediate, 25-Nov-22

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

Noone, Andrew, Systemwide Teacher, Music, Elementary, 27-Dec-22
Nyman, Helayne, Worcester Technical, Vocational, Health Services-74, 04-Nov-22

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

Battersby, Urszula, Systemwide, Special Education, MA, 6, 07-Nov-22
Bowes, Michael, Systemwide, Psychologists, CAGS/2, M, 9, 28-Nov-22

Buckley, Christine, Worcester Technical, Vocational Education, VL 6, 9, 07-Nov-22
Cardogno, Rachel, Chandler Magnet, Bilingual, BA, 4, 03-Jan-23
Carlisle, Andrew, Worcester Technical, Vocational Education, VL 3, 6, 03-Jan-23
Carreno, Ercilia, Burncoat High School, ESL, BA, 4, 03-Jan-23
Cataldo, Rebecca, Flagg Street, Special Education, MA+15, 1, 15-Dec-22
DeSimone, Kathleen, Gates Lane, English as a Second Language, BA, 3, 14-Nov-22
Desko, Kathleen, Worcester Technical High, Mathematics, BA, 1, 19-Dec-22
Desmarais, Genevieve, Vernon Hill, Elementary, BA, 1, 03-Jan-23
DiLeo, Lindsey, Burncoat High School, Coping Instructor, CAGS/2, M, 9, 22-Nov-22
Dillon, Megan, North High School, Coping Instructor, MA, 1, 21-Nov-22
Galicia, Germania, Fanning Building - Transition Program, SpEd, BA, 7, 14-Nov-22
Gilberg, John, Worcester Technical High, Vocational Education, VL 6, 9, 19-Dec-22
Hill, Dorothy, Woodland Academy, Special Education, BA+15, 9, 03-Jan-23
Jachowicz, Michele, Quinsigamond, Elementary, MA, 2, 05-Dec-22
Komenos, Jennifer, Flagg Street, Special Education, MA, 1, 28-Nov-22
LaFlamme, Jennifer, Systemwide, Special Education, MA, 3, 28-Nov-22
Lally, Stephanie, Elm Park Community, Elementary, BA, 1, 03-Jan-23
Lam, Peter, Belmont Community, Music, BA, 1, 03-Jan-23
Lawrence, Rachel, Thorndyke Road, Elementary, MA, 2, 07-Nov-22
Lerdal, Heather, Systemwide, Special Education, MA, 9, 08-Dec-22
Lopez, Joselyn, Chandler Magnet, Elementary, BA, 1, 14-Dec-22
Malkowski, Karolina, Woodland Academy, ESL, MA, 2, 01-Dec-22
Martinez Rivera, Karina, Systemwide, Psychologists, MA, 4, 19-Dec-22
McDonald, Tyrel, Challenge Academy, Social Studies, BA, 2, 21-Nov-22
McGill, Melissa, City View, English as a Second Language, BA, 2, 03-Jan-23
Mellen, Amy, Worcester Technical High, Vocational Education, VL 3, 9, 07-Nov-22
Mimnaugh, Katie, Systemwide, Special Education, MA, 6, 07-Nov-22
Moriarty, Jillian, Forest Grove Middle School, Health, BA, 8, 03-Jan-23
Muhlidis, Arianna, Systemwide, Elementary, BA, 2, 07-Nov-22
Paulynice, Jean Paul, Systemwide, ESL, MA+15, 1, 17-Nov-22
Price, Samantha, Belmont Community, Elementary, BA, 1, 04-Jan-23
Roman, Carola, Burncoat Middle School, Foreign Language, MA, 3, 03-Jan-23
Spont, Anne, Systemwide, Special Education, MA, 8, 07-Nov-22
Taborda, Jaimee, Claremont Academy, Art, MA+30, 9, 12-Dec-22
Vessella, Rebecca, Sullivan Middle School, Mathematics, BA, 1, 09-Jan-23
Wilson, DeYandre, Claremont Academy, Science, CAGS/2, M, 4, 21-Nov-22
Woods, Sophronia, Claremont Academy, Guidance, CAGS/2, M, 9, 09-Jan-23

On a roll call, 0-7, items approved including the amendment of AOR 3-3 amended meeting minutes from December 15, 2023.

Mayor Petty motioned to suspend the rules to take items out of order.

H. Recognition

gb 3-2 - Novick (December 17, 2022)

Recognized Brian Allen, Sara Consalvo, Nancy Blomstrom, Akshay Guru Rajkumar, Mohammed Siddiqui, Ivanna Then, Liam Young, and Leah Lambert for the tenth consecutive Association of School Business Officers International 4 of 153 Meritorious Budget Award for the fiscal year 2023 Worcester Public Schools budget.

I. Public Comment

Anna Leto, Worcester resident and parent, School Culture and Climate Assistant at North High School. Spoke on gb 3-34 to explore streaming options for athletics and other activities. Parent spoke on the importance of streaming capabilities for athletics. Many parents work and are unable to attend games after school. Also, several gyms are too small and parents are not able to attend because of capacity restrictions. Streaming sports and school events gives parents the ability to support their children.

Fanna Jotansing, Worcester resident and parent. Spoke on held item gb 3-23 to review scheduling options for Chapter 74 programs in the WPS comprehensive high schools. Parent requested the Administration review the policy stating students participating in a Chapter 74 classes should be able to take Early College and Advanced Placement classes. Currently, if a student takes a Chapter 74 they cannot participate in AP classes because of scheduling conflicts.

Melinda Martin, Worcester resident, educator from Norrback Elementary School—staff at Norrback Elementary would like to donate 63 sick days to a para-educator colleague.

Mayor Petty closed Public Comment and took Item gb 3-36.

gb 3-36 - Petition (January 5, 2023)

To consider approval of a request to donate sick days for a paraeducator at Norrback Avenue School.

On a voice vote, item was sent to the Standing Committee on Governance

gb 3-35 - Petition (January 5, 2023)

Paul Matthews, Executive Director presented the Worcester Regional Research Bureau's latest report, Governing for Excellence: Worcester Public Schools' Evolution in Governance. Mr. Matthew's highlighted the City's new redistricting for School Committee seats.

On a voice vote, item was filed

G. Held Items

gb 3-23 - Mailman (December 20, 2022)

Request that the Administration review scheduling options for Chapter 74 programs in the WPS comprehensive high schools, in an effort to increase shop time to more closely mirror Worcester Technical School's schedule of alternating between one week of shop and one week of classroom instruction.

gb 3-24 - Kamara (December 23, 2022)

To receive an update on the outsourcing of mental health services to external providers to meet the needs of wellness for our students; including total number of organizational applicants, which schools have a service provider, and what services will be rendered per school.

Taken collectively on voice vote, items were sent to Administration.

K. Report of the Superintendent

ROS 3-2 – Administration (January 13, 2023)

FROM HERE, ANYWHERE... TOGETHER: Advancing Multi-Lingual Learners' Success. Presented by Dr. Rachel Monárrez, Dr. Marie Morse, Assistant Superintendent of Teaching and Learning, Carmen Melendez, Director of Multilingual Learners, and Erin Goldstein, Assistant Director of Multilingual Learners.

Good multilingual practices are good for all learners. For approximately 6 out of 10 WPS students, English is not the native language. Students who speak Portuguese has doubled in the past few years as the district is greeting more students from Brazil. Currently, 454 students are currently enrolled in the district's dual language programs. The multilingual learner department will be undergoing a program audit by the end of the school year to understand strengths and to further develop areas of improvement.

Member Novick raised concern regarding current enrollment numbers for the Dual Language program. Currently, 75% of students enrolled in Dual Language programs are English Language Learners or former English Language Learners. The admission policy established by the School Committee was enrollment should be 50/50. Member Novick asked the Administration to clarify when the admission policy changed.

Ms. Melendez stated in 2018, enrollment of students with EPL 1 and EPL 2 levels were being weeded out by the screening process. Recognizing the inequity in the screening process, a review of other school districts was done and a working group was formed from teachers and Administration from Roosevelt and Chandler Magnet. During a Report of the Superintendent in June 2021, the Multilingual Education Department presented the changes made to the dual language programs.

Member Novick highlighted that changes to the enrollment policy must be voted on by the School Committee and shared concern that the program is operating under a policy not approved by the Committee.

Member Kamara requested the Administration to provide a copy of the original enrollment policy in the Dual Language programs.

Superintendent Monárrez states the district will look at the policy, what has been adopted and current practice, and share the findings with the Committee.

Mayor Petty requested, in a Friday letter, the breakdown of the 1,660 students by home language.

Mayor Petty made a motion for the Administration to provide the Dual Enrollment policies, a breakdown of student home languages, and to accept and file the Report of the Superintendent.

On a voice vote – accepted and filed

M. Student Advisory Committee Items

Student Committee member requested the School Committee consider making menstrual products available in all bathrooms. Currently, menstrual products are only available in the nursing office. Students would like menstrual products available in all secondary schools bathrooms.

On a voice vote, the item was filed.

N. Approval of Grants and other Finance Items

gb 3-37 - Administration(January 10, 2023)

To consider approval of the FY23 STARS Residency Grant for Worcester Technical High School in the amount of \$5,950 administered by the Massachusetts Cultural Council.

On a roll call, 0-7, the item was approved

gb 3-38 - Administration (January 10, 2023)

To consider approval of the FY23 FC181 English Learner Education Support in the amount of \$421,326.00 from The Center for School and District Partnership (CSDP)/DESE.

On a roll call, 0-7, the item was approved

O. General Business

gb 3-29 - Administration (January 3, 2023)

To consider approval of the Job Description of the Physical Security Systems Administrator.

On a roll call, 0-7, the item was approved

gb 3-30 - Administration (January 5, 2023)

To consider approval of the Job Description of the WorkDay Implementation Specialist.

On a roll call, 0-7, the item was approved

gb 3-31 - Administration (January 4, 2023)

To authorize the Administration to enter into an agreement for the lease of space for up to nine years for the district's Special Education Alternative School.

On a roll call, 0-7, the item was approved

gb 3-32 - Administration (January 4, 2023)

To authorize the Administration to enter into an agreement for the lease of space for up to twenty years for the district's Special Education Transitions Program.

On a roll call, 0-7, the item was approved

gb 3-33 - Administration (January 4, 2023)

To authorize the Administration to resubmit a Statement of Interest to the Massachusetts School Building Authority for Burncoat High School (district priority project) for major renovation or replacement for 2023. Submit letter to City Council.

On a roll call, 0-7, the item was approved

Motion to reconsider – on a roll call, 0-7, approved

Reconsideration – on a roll call, 7-0, motion reconsidered

gb 3-34 - McCullough (January 5, 2023)

To explore streaming options for athletics and other activities and either develop an in-house process or send out to bid for districtwide options to be put in place as soon as possible.

On a roll call, 0-7, the item was referred to the Standing Committee of Finance and Operations.

gb 3-39 - Administration (January 11, 2023)

Pursuant to G.L. c. 71 §§ 37E and 37F and the recommendation of the Superintendent, the School Committee hereby authorizes employment of Iandoli Desai & Cronin P.C. as legal counsel for the City of Worcester, Worcester Public Schools for the sole purpose of conducting legal services to secure H-1B visa for an existing employee for an amount not to exceed \$5,000.

On a roll call, 0-7, the item was approved

gb 3-41 - Clancey (January 11, 2023)

To review and update, if necessary, the Social Media Policy.

On a voice vote, the item was referred to the Standing Committee of Governance and Employee Issues.

gb 3-42 - Kamara (January 11, 2023)

To explore a review of the certified nursing assistant job and salary and to conduct review of similar CNA positions in similar school districts.

Member Novick requested the item be amended or filed, as salary is outside the purview of School Committee unless in negotiations.

Member Kamara made a motion to amend the item to request job descriptions for district CNAs and salaries from other districts.

On a roll call, 4-3, the amended request failed
No – Clancey, Johnson, McCullough, Novick
Yes- Kamara, Mailman, Petty

Member Novick made a motion to file the item. On a roll call, 0-7, the item was filed.

gb 3-43 - Kamara (January 11, 2023)

To review the steps of accessing accommodation services for students on IEP per the Individual and disability education Act (IDEA) and the roles that administration and parent/guardians.

Member Novick made a motion to file as the federal regulations of the IDEA are federal regulations and fall outside the purview of the School Committee.

Superintendent Monárrez stated the next Report of the Superintendent will focus on students with special needs and will include accommodations.

On a voice vote, the motion was filed.

gb 3-44 - Kamara (January 11, 2023)

To review the process of students needing accommodation for extra time for exams or tests.

On a voice vote, the motion was filed.

gb 3-45 - Mailman (January 11, 2023)

To resume public reporting of health data and absences while COVID is still prevalent in the city.

Dr. Monárrez stated the information is being sent in the Friday letter and can be found on the district's website.

Member Johnson made a motion to file.

On a roll call, 1-6, the motion was filed.

No – Mailman

Yes – Clancey, Johnson, Kamara, McCullough, Novick, Mayor Petty

gb 3-46 - Administration (January 12, 2023)

To consider amending the out-of-state/country field trip policy.

On a voice vote, the item was referred to the Standing Committee of Governance and Employee Issues.

Q. ADJOURNMENT

On a voice vote, the meeting was adjourned

J. Public Petition
(January 25, 2023)

ITEM – gb 3-62
S.C. MEETING – 2-2-23

ITEM:

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

PRIOR ACTION:

BACKUP:

Annex A (1 pages) contains a copy of the request.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Approve on a roll call.



January 25, 2023

Mayor Joseph Petty
c/o Dr. Helen Friel Clerk of School Committee
20 Irving Street
Worcester, MA 01609

VIA Email Scan

Dear Dr. Friel,

I would like to speak at the next School Committee meeting on February 2.

I will be speaking about donating sick days for a paraprofessional at North High.

Please let us know when we will be presenting. Thank you.

Sincerely,

Melissa Verdier

Melissa Verdier
EAW President

K. REPORT OF THE SUPERINTENDENT
Administration
(January, 2023)

ITEM - ROS 3-3
S.C. MEETING 2-2-23

ITEM:

FROM HERE, ANYWHERE... TOGETHER:
Advancing the Success of Students with Disabilities Part 1

PRIOR ACTION:

BACKUP:
Annex A (pages) contains a copy of the Report of the Superintendent

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Accept and file.

Advancing the Success of Scholars with Disabilities Part I

From Here, Anywhere....

Together



WORCESTER
PUBLIC SCHOOLS

Outcomes

The Worcester City School Committee will learn:

- how we identify special education scholars
- the different specialized programs
- about our special education scholars
- the educational outcomes of our special education scholars



Individuals with Disabilities Education Act (IDEA)

Identifying Scholars with Disabilities



Eligibilities: Individuals Disabilities Education Act (IDEA)

Federal Eligibilities

1. Specific Learning Disabilities
2. Other Health Impairment
3. Autism Spectrum Disorder
4. Emotional Impairment
5. Speech/Language Impairment
6. Visual Impairment
7. Deafness
8. Hearing Impairment
9. Deaf-blindness
10. Orthopedic Impairment
11. Intellectual Impairment
12. Trauma Brain Injury
13. Multiple Disabilities

Massachusetts Eligibilities

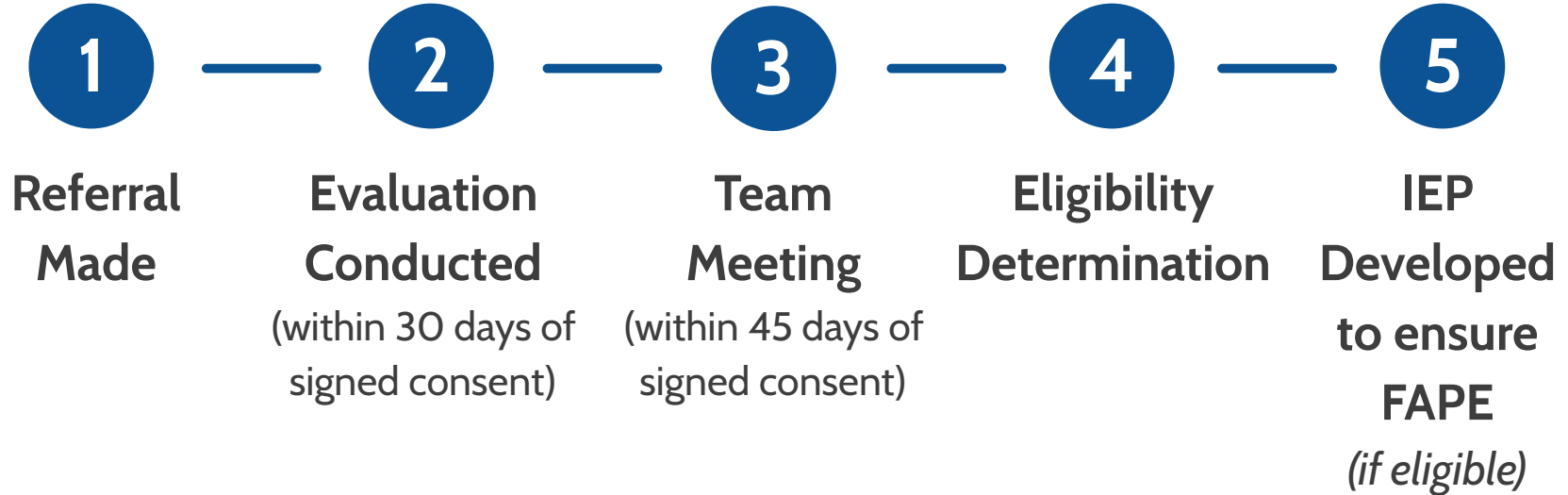
- Specific Learning Disabilities
- Health
- Autism
- Emotional
- Communication
- Sensory - Vision
- Sensory - Deaf/Hearing impairment
- Sensory - Deaf/Hearing impairment
- Sensory - Deaf-blindness
- Physical
- Intellectual
- Neurological
- Multiple Disabilities

Special Education Enrollment by Disability

Category	WPS Student Count	WPS % SpEd Students	State % SpEd Students
Autism	777	14.8%	15.8%
Communication	642	12.2%	13.1%
Developmental Delay (ages 3-9 only)	719	13.7%	11.2%
Emotional	649	12.3%	9.4%
Health	383	7.3%	15.0%
Intellectual	291	5.5%	3.8%
Multiple Disabilities	175	3.3%	1.0%

Category	WPS Student Count	WPS % SpEd Students	State % SpED Students
Neurological	65	1.2%	5.3%
Physical	24	0.5%	0.4%
Sensory/Deaf-blindness	3	0.1%	0.1%
Sensory/Deaf or Hearing Impairment	29	0.6%	0.6%
Sensory/Vision	9	0.2%	0.3%
Specific Learning Disabilities	1,490	28.3%	23.9%

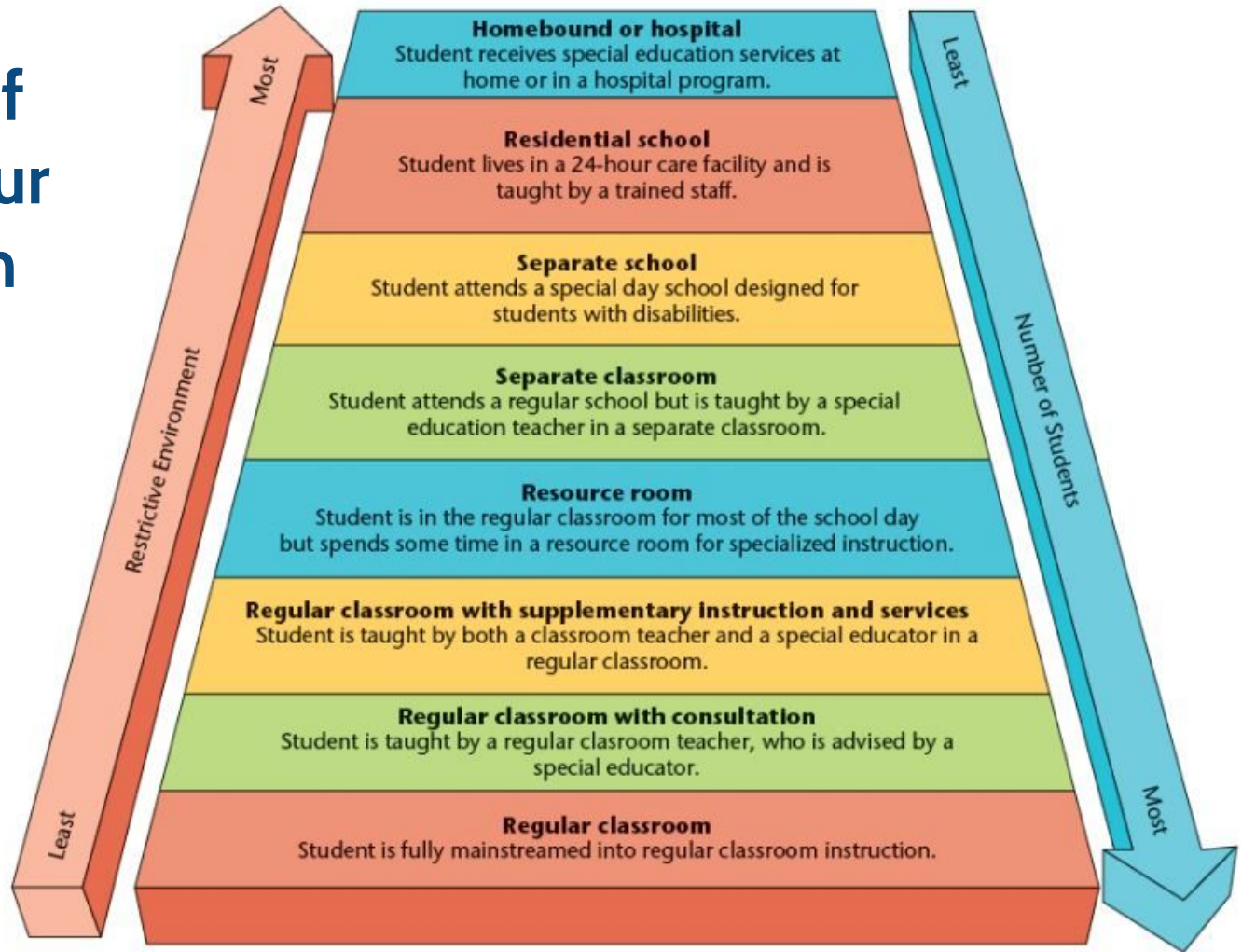
WPS Special Education Referral & Evaluation Process



Academic Programs for Scholars with Disabilities



Continuum of Services for our Scholars with Disabilities



WPS Goal: Least Restrictive Environment

- Provide special education scholars support and resources while remaining with their peers in a general education classroom.
- Data shows that scholars with disabilities in an inclusion setting perform better academically, socially, and emotionally.

Emotional Disabilities - Substantially Separate Programs

K-1 Readiness

Designed for K and 1st grade scholars who require intensive supports and a multidisciplinary clinical/behavioral therapeutic approach.

Structured Therapeutic Education Program (STEP)

Designed for scholars in grades K-12 with social emotional disability, where focus is on self-regulation, relationship building, and responsible decision-making.

Autism Related Disabilities

Substantially Separate Programs

Applied Behavior Analysis Programs (ABA) Designed for scholars with autism and related disabilities where principles and approaches are based on Applied Behavioral Analysis (ABA) methodologies.

ABA PreK

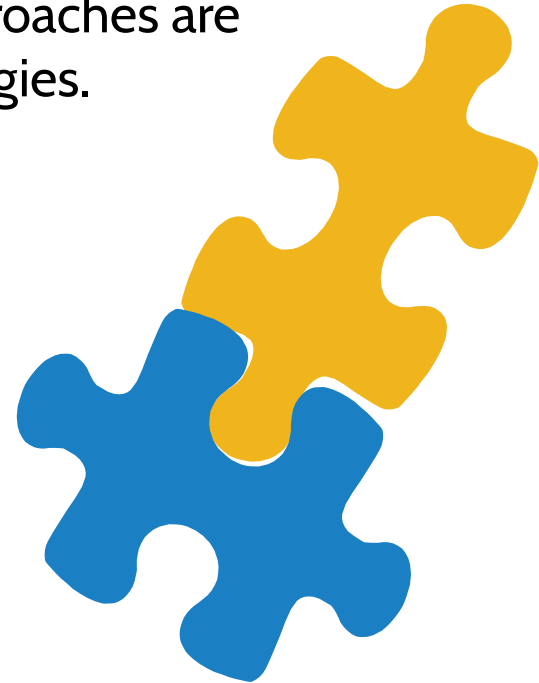
Ages 3-5

Specialized Approaches for Individual Learning (SAIL)

Grades K-6

Creative Opportunities for Adolescents on the Secondary Tier (COAST)

Grades 7-12



Other Substantially Separate Programs

Life Skills Programs

Designed for scholars in grades PreK-12 whose primary disability is intellectual impairment. Challenges with social/interpersonal skills, adaptive behavior skills, community skills, and academic skills.

Transition Program

Preparing young adults who are ages 18-22 years old with significant disabilities, who earned certificate of attainment, for life after high school based on their post-secondary vision.

Other Substantially Separate Programs

SLD Program Language Achievement and Beyond (LAB) Program

Designed to meet the needs of scholars in grades 1-8 who are identified with specific learning language-based disabilities such as dyslexia, dysgraphia, and dyscalculia.

Deaf/Hard of Hearing (DHH) Program

Nurtures the social, emotional, physical, cognitive, and creative development in deaf and hard-of-hearing scholars in grades PreK-6.

Emotional Disabilities - Public Day Schools

Academic Center for Transition (ACT)

Designed for scholars in grades K-5. The program is highly structured, therapeutic day school with small classroom size, high staff to scholar ratio, and a school-wide positive therapeutic behavioral system.

St. Casimir's

Public day school program, licensed by DESE for students in grades 9-12 with identified special needs.

Out of District Specialized Programs

Public Day Schools

A public school or an educational collaborative providing full day or residential special education services to eligible students in a facility serving primarily students with disabilities.

Private Day/Residential Schools

A private day or residential school, within or outside Massachusetts that has applied to, and received approval from, the Department according to the requirements specified in 603 CMR 28.09.

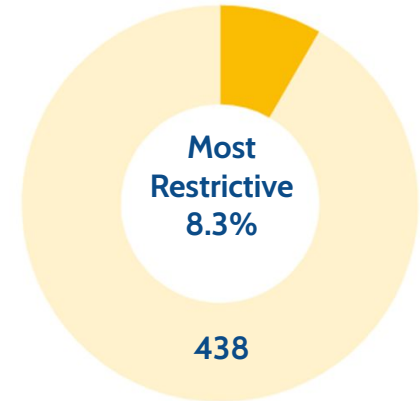
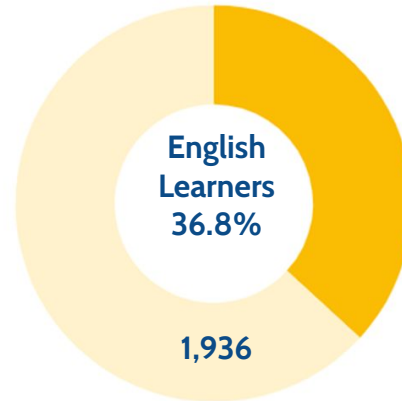
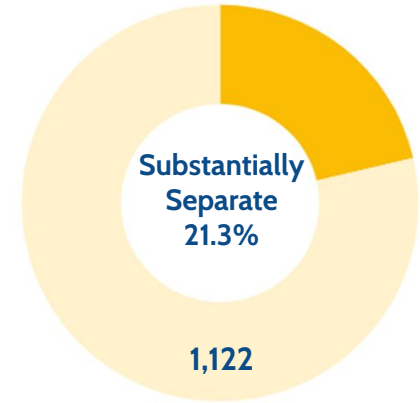
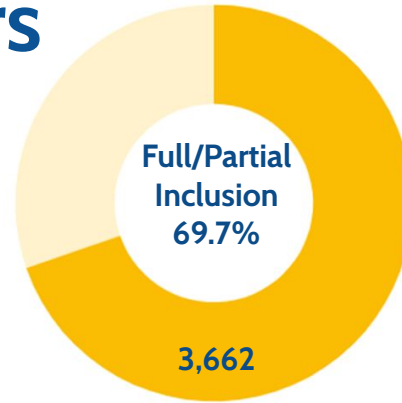
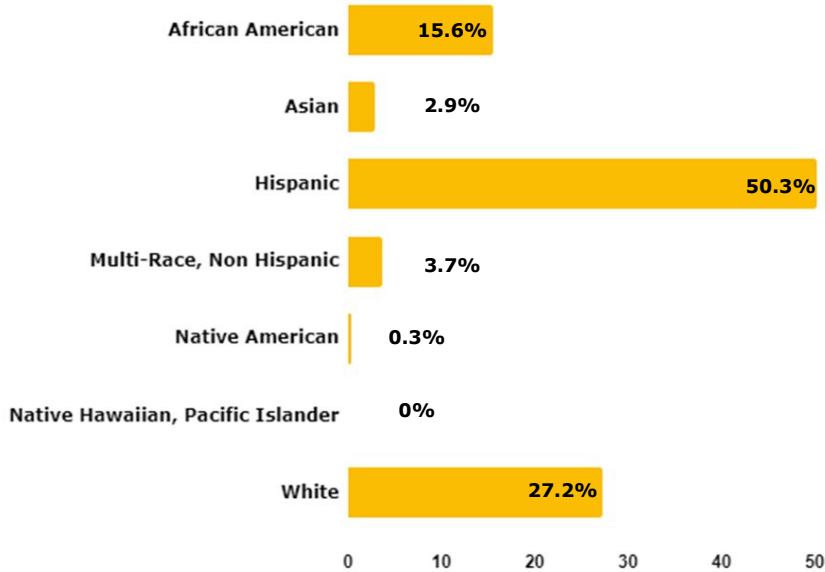
Scholars with Disabilities





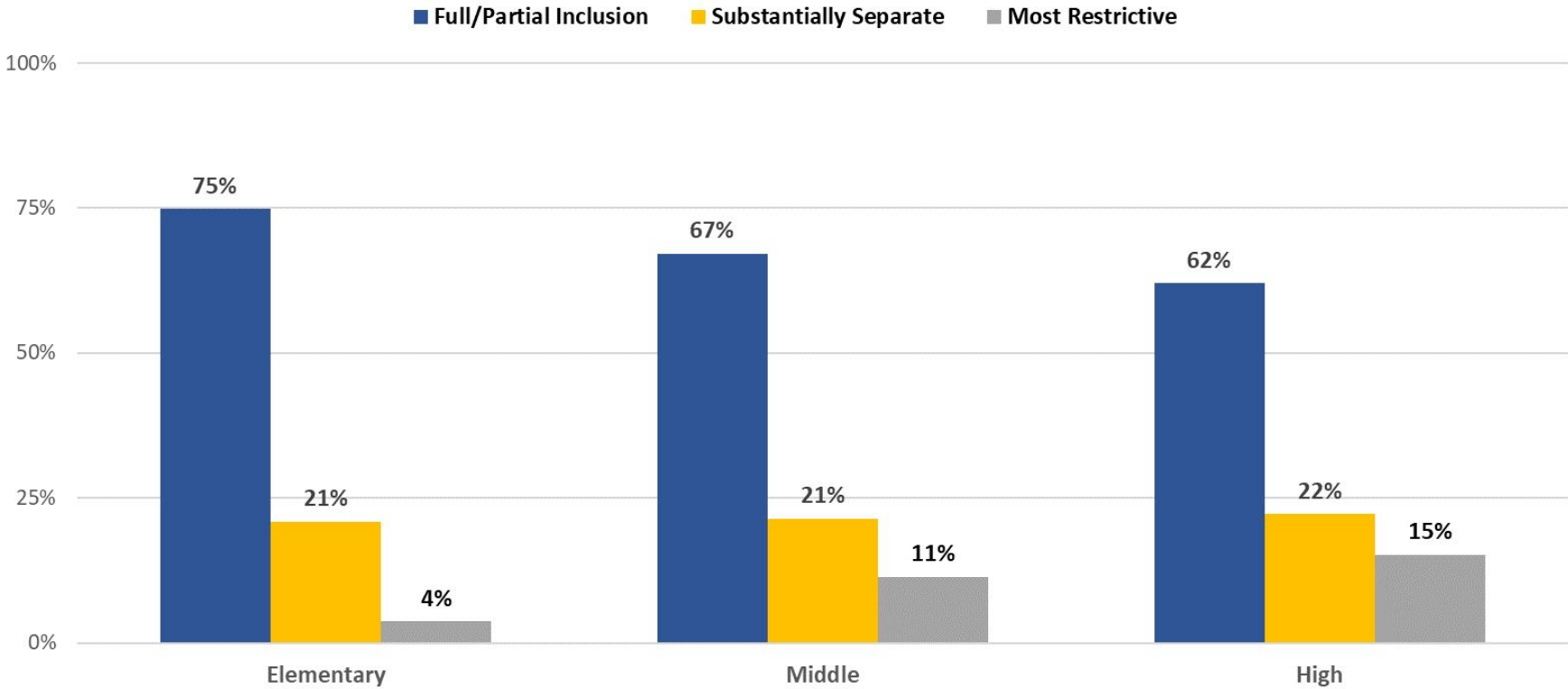
24,327 Scholars

5,256 SWD*

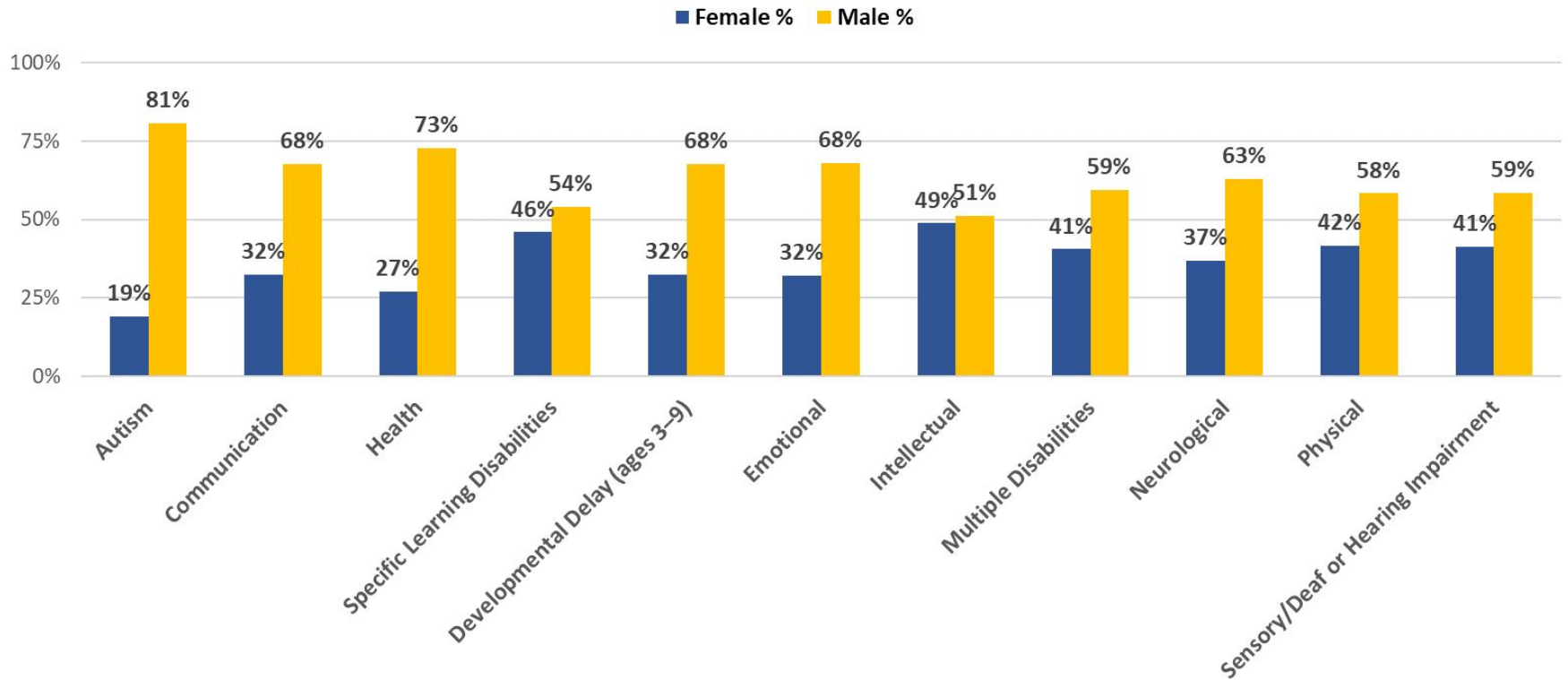


*In and out of district

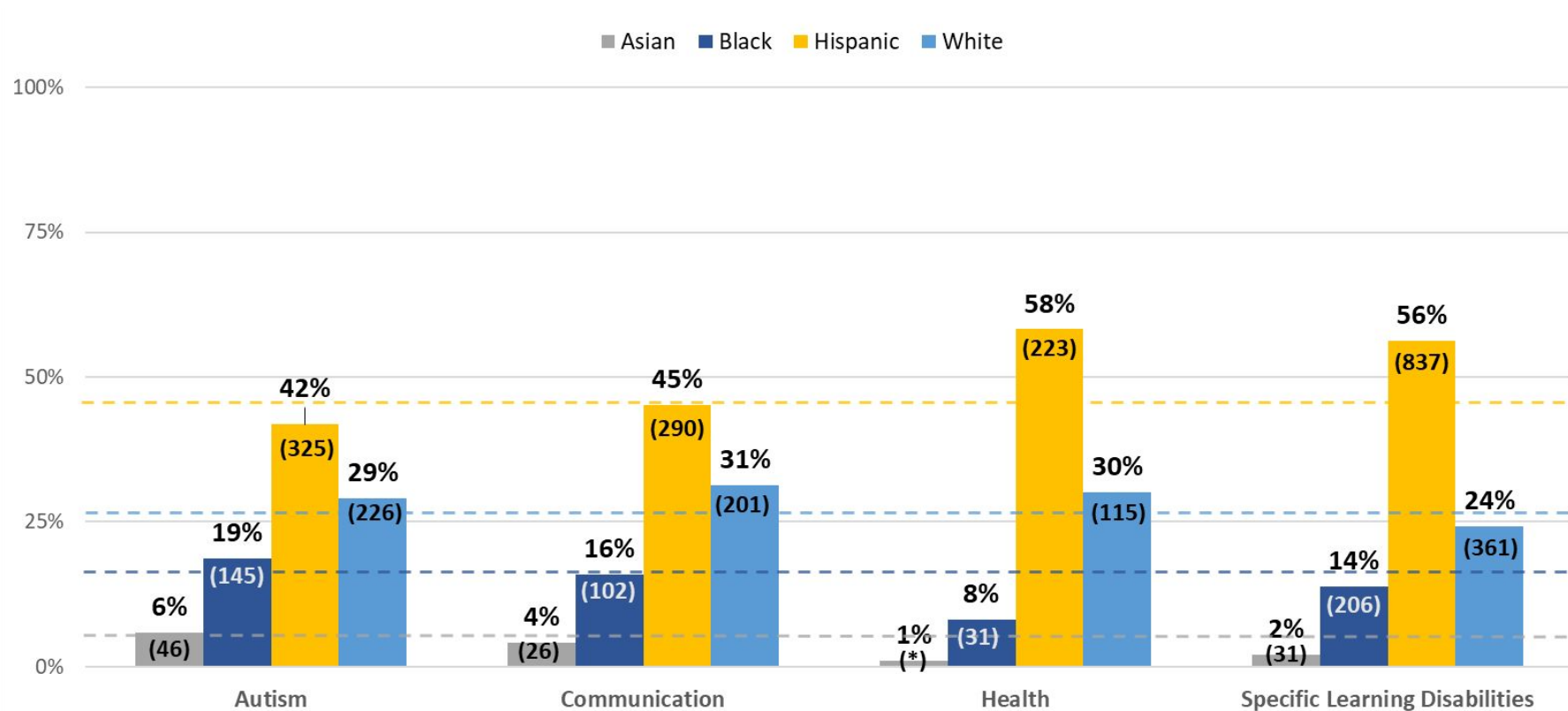
Placement by School Type



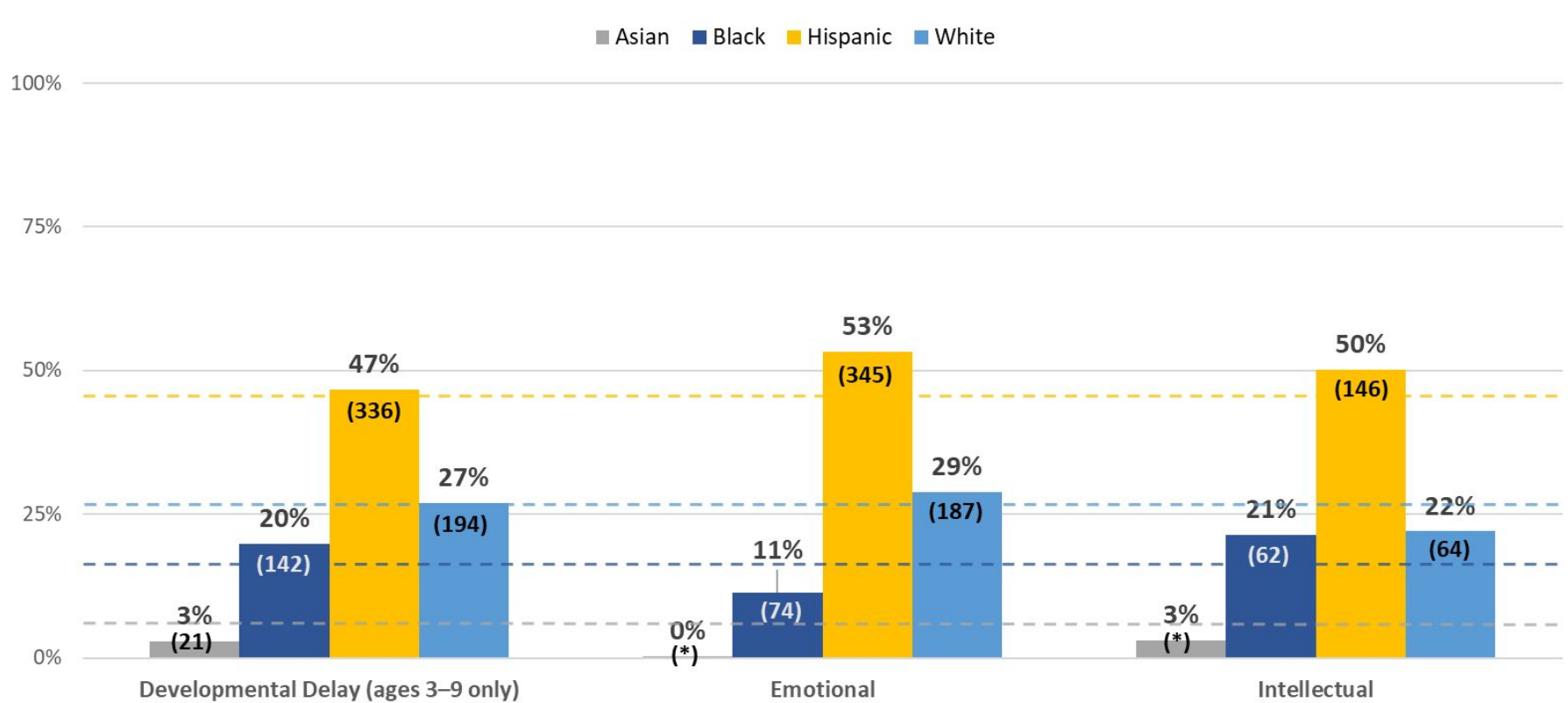
Special Education Disabilities by Gender



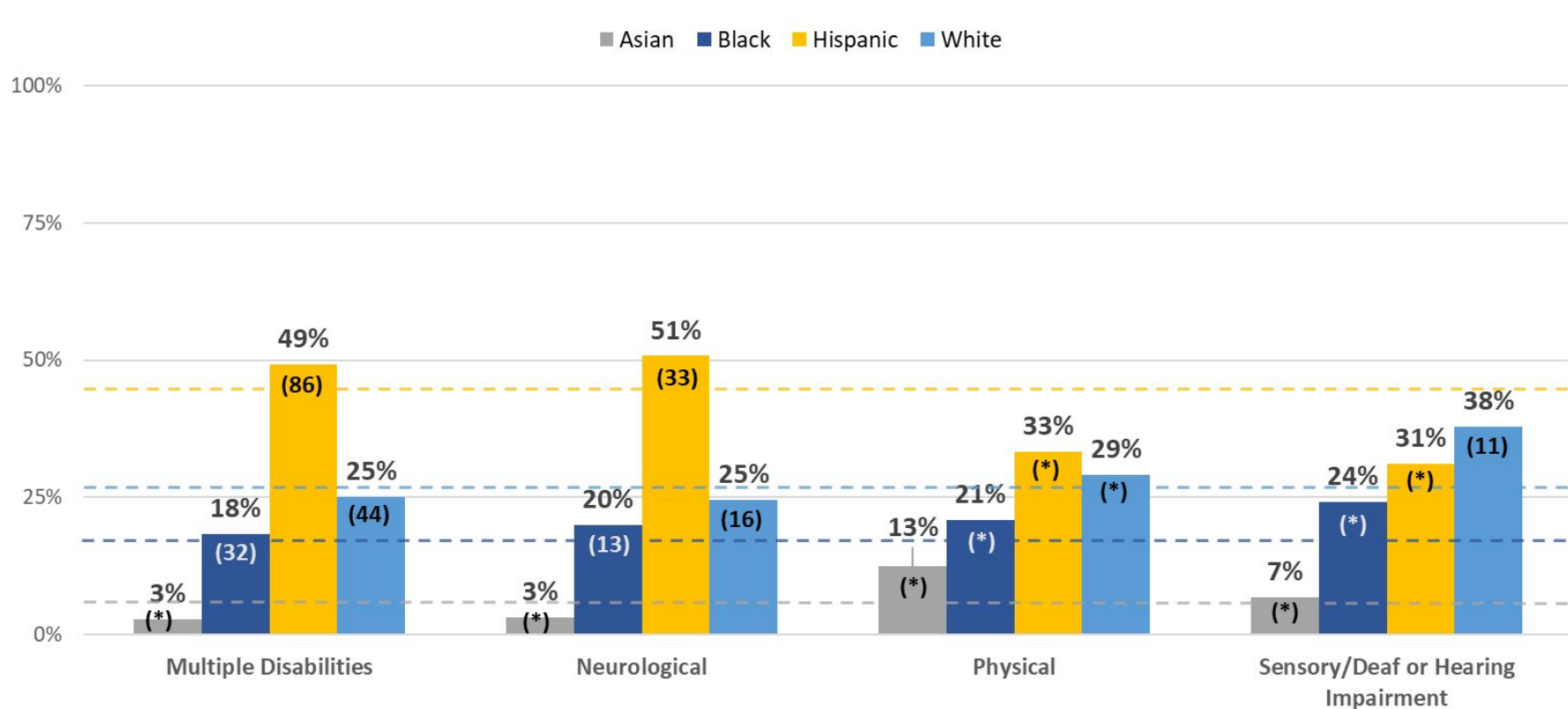
Special Education Disabilities by Race



Special Education Disabilities by Race



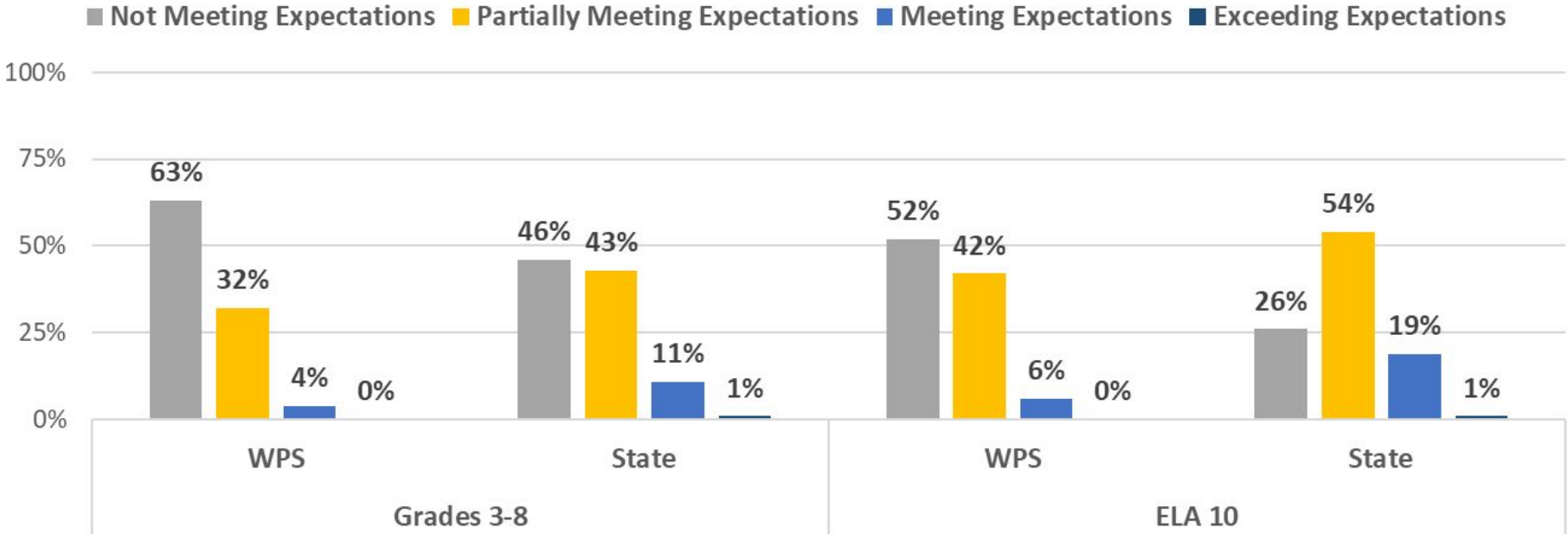
Special Education Disabilities by Race



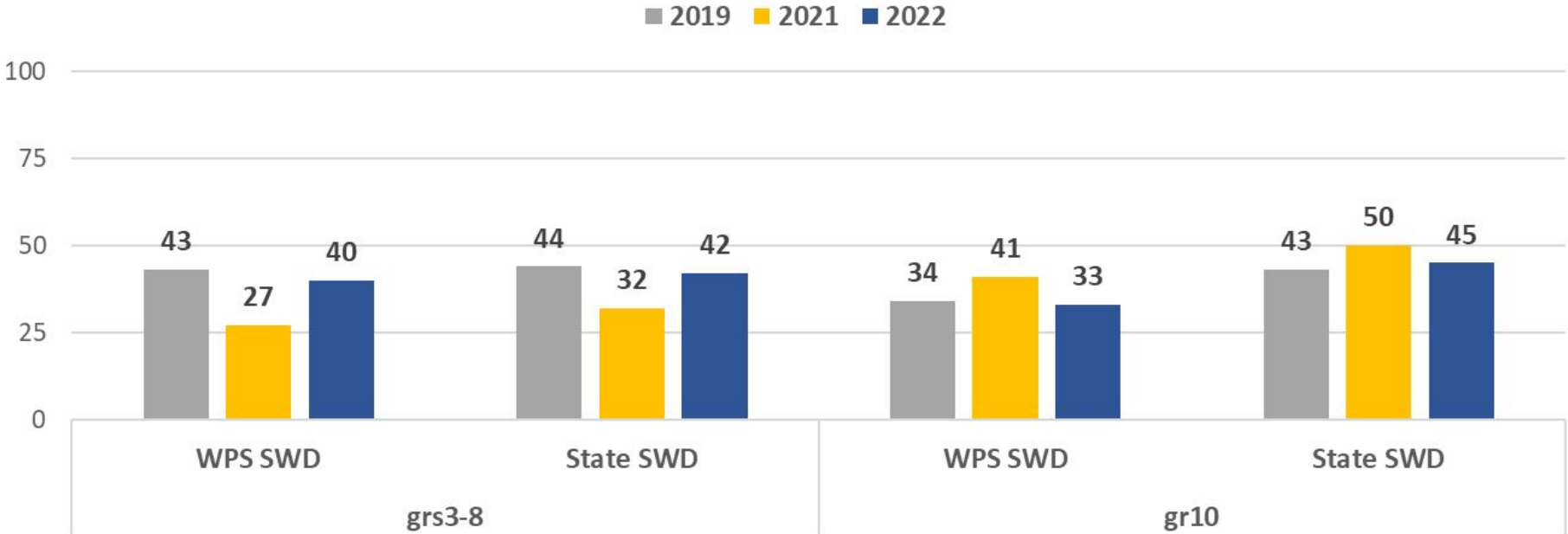


Achievement & Academic Growth Data

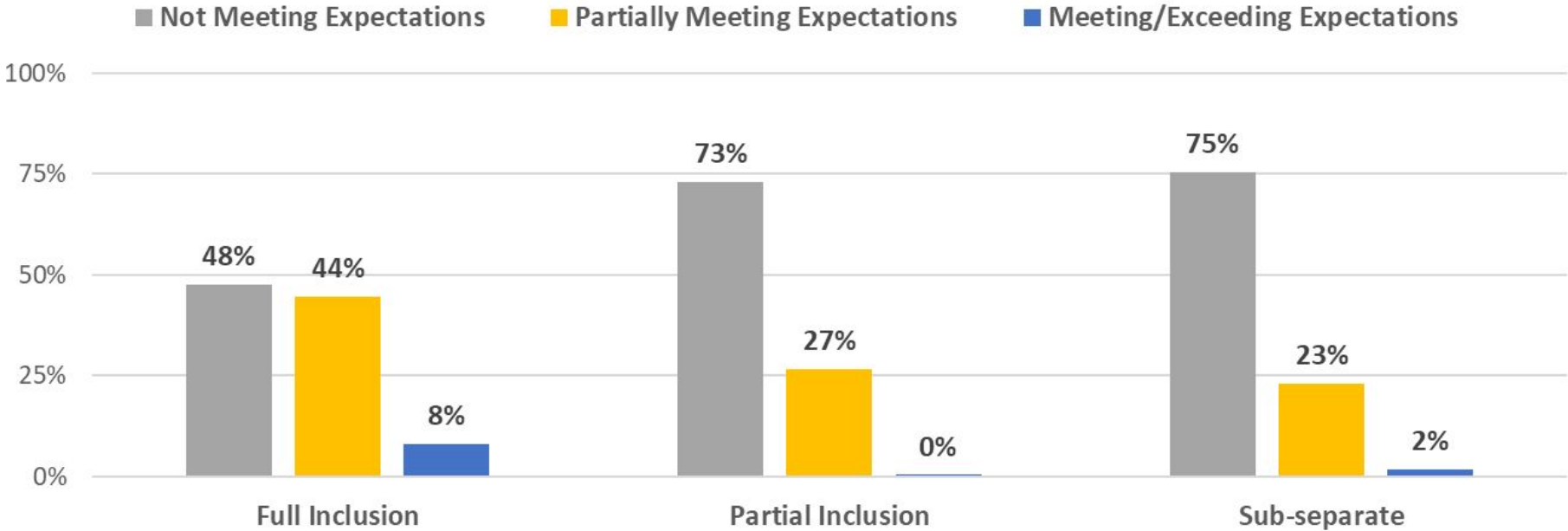
SY22 MCAS Results | ELA Achievement for SWD



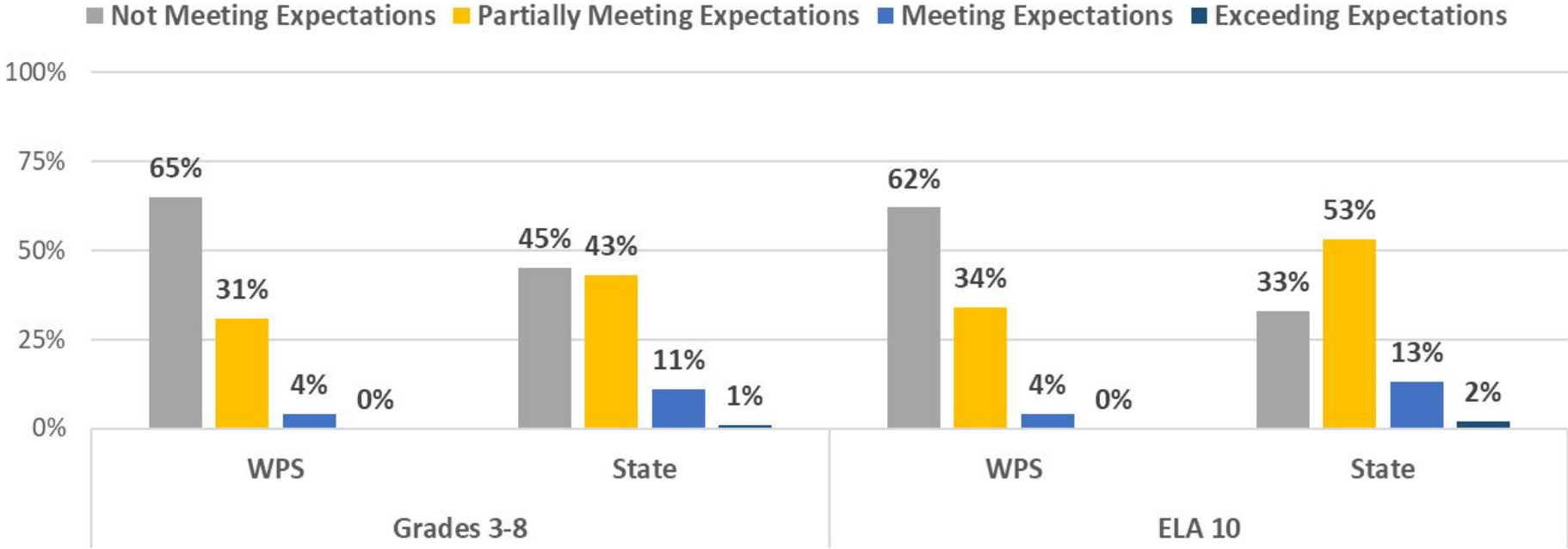
SY22 MCAS Results | ELA Growth (Mean SGP)



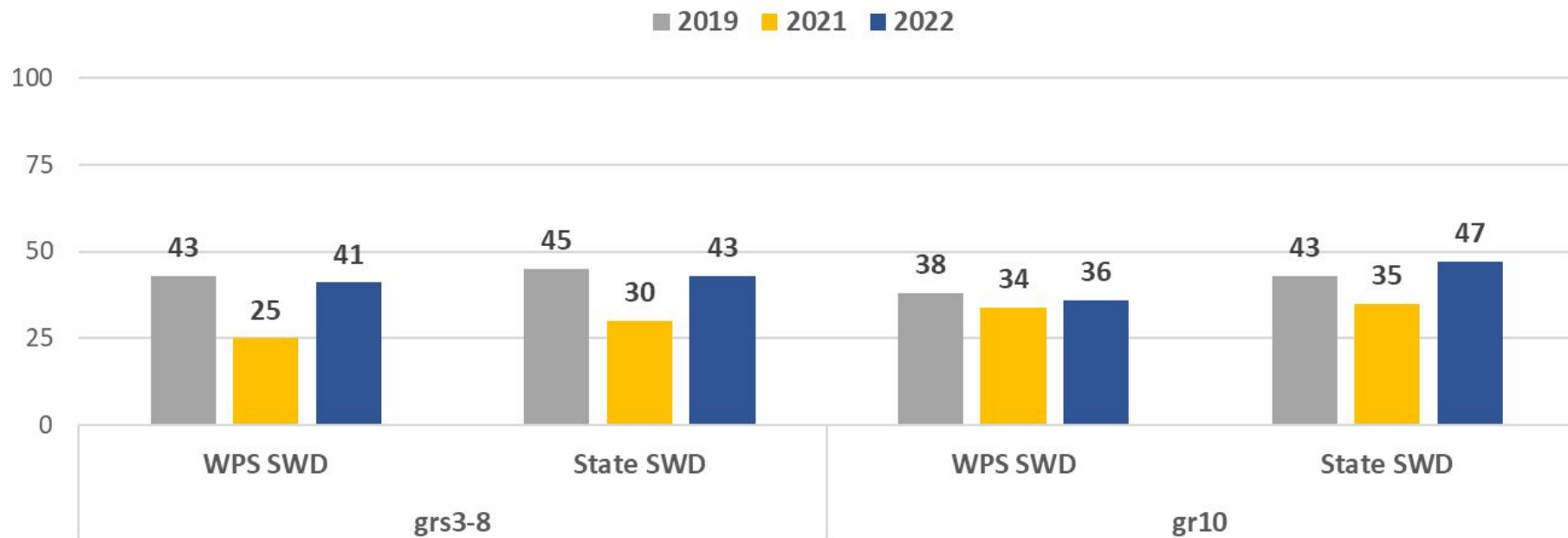
SY22 MCAS Results | ELA by Primary Placement



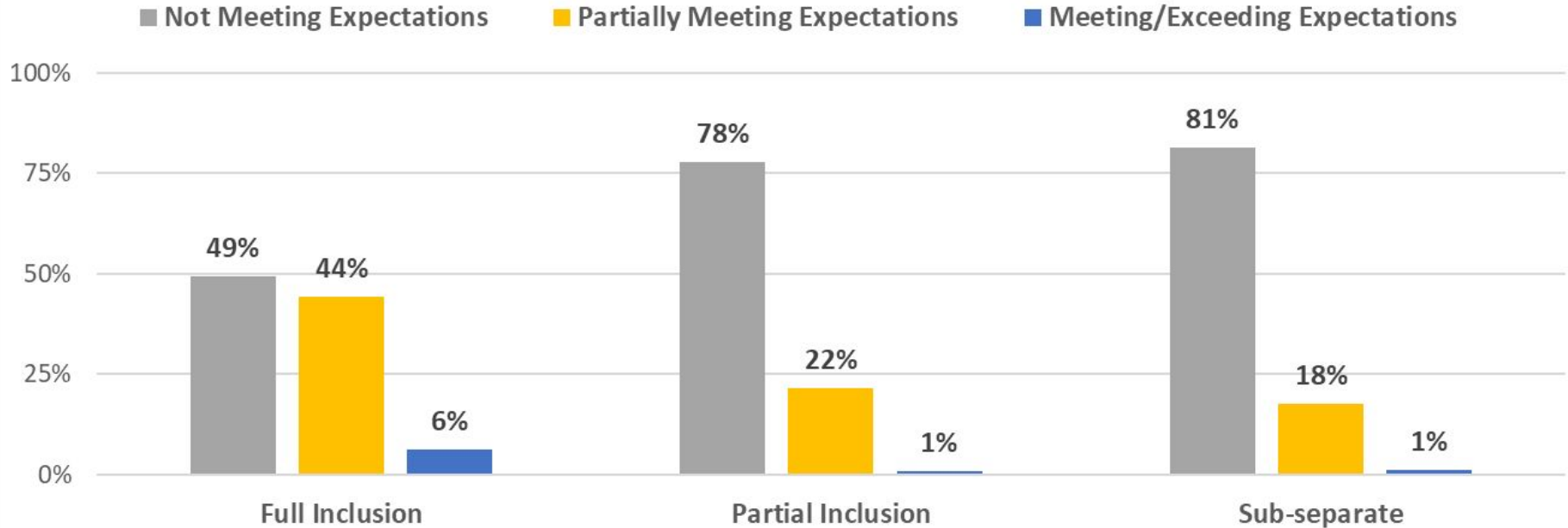
SY22 MCAS Results | Math Achievement for SWD



SY22 MCAS Results | Math Growth (Mean SGP)



SY22 MCAS Results | Math by Primary Placement





Desired State of our Special Education Division

Desired State: Part Two Preview

We want our scholars to thrive and find success academically, socially, and emotionally. In order for this to occur, we must:

- Close opportunity gaps through data-driven practices;
- Place scholars in the least restrictive environment with their peers, whenever possible;
- Provide teachers with the tools they need to be successful in meeting the needs of our diverse learners; and
- Engage caregivers and help to increase their self-efficacy so they can learn how to make a difference in their scholar's educational outcomes.

Thank You



L. Reports of the Standing Committees

Administration
(January 24, 2023)

S.C. MEETING 2-2-23

ITEM:

To consider approval of the Minutes of the Finance and Operations Standing Committee Meeting held on Monday, January 23, 2023.

PRIOR ACTION:

BACKUP:

Annex A (2 pages) contains the response to the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Approve on a roll call.

A C T I O N S

The Standing Committee on Finance and Operations met on Tuesday, January 23, 2023 fully remotely. The meeting was called to order at 6:30.

There were present: Member Mailman, Vice Chair Kamara, Chair O'Connell Novick
 Others in attendance: Mr. Allen, Mr. Hennessey, Mr. Freeman, Member Clancey, Member Johnson, and Member McCullough

gb 2-241 - Novick (August 23, 2022)

To consider monthly updates on the implementation of district-operated transportation during the 2022-23 school year.

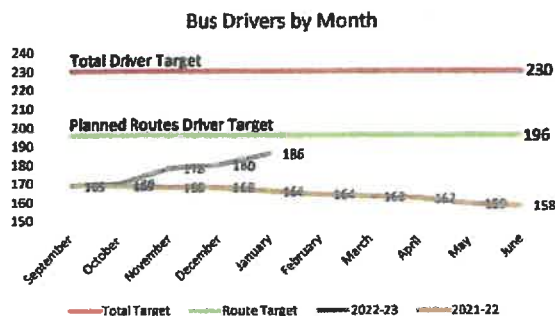
Mr. Allen updated the Committee on changes in drivers since the December meeting, including the following information:

	Full Size Bus Driver	Mid Size Bus Driver	Bus Monitors
Total Employees (or in Process)	86	100	109
Current Routes	74	89	89
Difference between Planned Routes	12	11	20
Total Planned Routes	101	95	95
Difference between Planned Routes	-15	5	14
Budgeted Positions	118	112	112
Difference between Budgeted Positions	-38	-12	-3

Drivers in Training

Permitted Drivers	13
Trainees working on Permits	35
	48

Mr. Allen noted that the district currently has 23 drivers more than the current number of routes. The district is up six drivers from last month, and Mr. Allen said that the plan is to reach the targeted planned routes for next month.



The total driver target is a stretch goal and isn't expected to be reached this year; the intent is to be able to have enough drivers, though to cover both school trips and spring sports. The district has also begun to eliminate double trips.

Committee members asked about availability of applicants and the plans for recruiting of drivers moving forward, including the additional positions. The district intends to review all prior efforts, is moving forward with the added trainer, who it is

hoped will start next week, and is working on the efforts to get those entering all the way through to licensure.

In terms of vehicles, Mr. Allen stated that the process of onboarding the new full-sized buses continues with 99 currently on site; there will be an update next month on the midsized buses. The fueling station is nearing completion.

Mr. Allen stated that the effort to reduce doubled trips has begun and will be continuing. In response to a question, Mr. Hennessey stated that, while they are trying to minimize changes during the reduction of doubled trips, it is possible that changes will continue to happen. It is then important that families confirm that they have access to the bus information in the parent and student portal.

In response to questions, Mr. Allen stated that when district transportation is not available for after school athletics, the first response is to look for other transportation, then if necessary to dismiss students early if needed. Provision of transportation for non-athletic student activities has been offered to schools at no cost to those groups in parallel to the way it is offered to athletics at this time; communication of that to schools is ongoing.

Vice Chair Kamara raised the question of the safety of bus stops. Mr. Allen explained that this is the work of the safety training liaisons, who are and will be evaluating the safety of students on their way to school as part of their work.

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

On a roll call vote of 3-0, the meeting was adjourned at 7:06 pm.

N. APPROVAL OF GRANTS AND OTHER FINANCIA ITEMS

Administration
(January 25, 2023)

ITEM – gb 3-51
S.C. MEETING 2-2-23

ITEM:

Prior Year Payments

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

BACKUP:

Missed retro payment for Mary Meade-Montaque from July and August 2020 (retired 8/31/2021)

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

BACKUP:

he original payout calculation for the longevity was incorrect resulting in a shortage of salary for Linda Donian who retired 10/16/2020.

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

BACKUP:

School had new personnel who did not know the requisition process.

PRIOR ACTION:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Approve on a roll call.

Worcester Public Schools



Worcester, Massachusetts

Dr. John E. Durkin Administration Building
20 Irving Street
Worcester, Massachusetts 01609-2493



Office Telephone
(508) 799-3644

Dr. Marle Morse
Assistant Superintendent of Teaching and Learning

Email:
morsemd@worcesterschools.net

Date: January 24, 2023

To: Dr. Helen Friel

From: Dr. Marle Morse

Prior Year Payment: Prior Year Payments to Rochester 100

Please accept the invoice for prior year payments for Rochester 100 totaling \$290.00. A PO was not in place.

Thank you.

Marle Morse

The Worcester Public Schools is an Equal Opportunity/Affirmative Action Employer/Educational Institution and does not discriminate regardless of race, color, ancestry, sex, gender, age, religion, national origin, gender identity or expression, marital status, sexual orientation, disability, pregnancy or a related condition, veteran status or homelessness. The Worcester Public Schools provides equal access to employment and the full range of general, occupational and vocational education programs. For more information relating to Equal Opportunity/Affirmative Action, contact the Human Resource Manager, 20 Irving Street, Worcester, MA 01609, 508-799-3020.

STATEMENT

Date: 12/29/2022
Account: 71800



Rochester 100 Inc., 40 Jefferson Rd., Rochester, NY 14623
www.rochester100.com

CHRISTINA GUERTIN
CHRISTINA GUERTIN
20 IRVING ST
WORCESTER MA 1609

Payment Terms:

Accounting questions: 585-475-0200 x110
accounting@rochester100.com

<u>Document No.</u>	<u>Date</u>	<u>Code</u>	<u>Purchase Order</u>	<u>Amount</u>	<u>Balance</u>
INV009803	3/11/2022	SLS	10	\$290.00	\$290.00

Amount Due: \$290.00

<u>Current</u>	<u>1-30 Days</u>	<u>31 - 60 Days</u>	<u>61 and Over</u>
\$0.00	\$0.00	\$0.00	\$290.00

Codes: SLS = Sales / Invoices
SCP = Scheduled Payments
DR = Debit Memos

FN = Finance Charges
SVC = Service / Repairs
WRN = Warranties

CR = Credit Memos
RTN = Returns
PMT = Payments

N. APPROVAL OF GRANTS AND OTHER FINANCIAL ITEMS

ITEM – gb 3-54
S.C. MEETING 2-2-23

Administration
(January 25, 2023)

ITEM:

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

PRIOR ACTION:

BACKUP:

Annex A (12 pages) contains the response to the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Approve on a roll call.

Grant Acceptance Form

Name of Grant: Genocide Education Grant; Fund Code 215

Type of Funder: Department of Elementary and Secondary Education

Awarded Amount: \$57,120

Grant Funding Period: Upon Approval through June 30, 2024

Project Title: Worcester Public Schools Genocide Education Grant

Program Coordinator: Marie Morse/Colleen Kelly

Purpose: The purpose of this competitive grant program is to support teaching and learning related to the history of genocide.

Description of the program: Worcester Public Schools will partner with The Choices Program at Brown University, a genocide education resource provider for professional development for teachers. The goal is for educators to deliver a genocide curriculum to both high school and middle school students.

Program location: All Middle and High Schools within the District

Outcomes and Measures: Educators and students will gain content knowledge about the signs and causes of genocide and learn appropriate ways to discuss sensitive topics, such as genocide with students.

Applicant Agency: Worcester Public Schools District **Applicant Number:** 348
Fiscal Year: 2023 **Fund Code:** 215
Program Name: Genocide Education

Budget Line Item Category				Amount	COMMENTS				
1	ADMINISTRATOR SALARIES:		# of staff	FTE	MTRS	Total Amount			
SUB-TOTAL									
2	INSTRUCTIONAL/PROF STAFF SALARIES:		# of staff	FTE	MTRS	Total Amount			
SUB-TOTAL									
3	SUPPORT STAFF SALARIES:		# of staff	FTE	MTRS	Total Amount			
SUB-TOTAL									
4	STIPENDS:		# of Staff	Rate	Rate Type	Total Amount			
		Teacher	Instructional/Professional Staff	100	\$37 per hour		\$	13,761	

6 CONTRACTUAL SERVICES:	Rate	Rate Type	Total Amount	COMMENTS
The Choices Program	\$6,200	flat	\$ 6,200	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
SUB-TOTAL			\$ 6,200	
7 SUPPLIES AND MATERIALS:			Total Amount	COMMENTS
Digital Edition SITE License Genocide 5 years, Print, Shipping and Handling			\$ 9,439	
			\$ -	
			\$ -	
			\$ -	
SUB-TOTAL			\$ 9,439	
8 TRAVEL:			Total Amount	COMMENTS
			\$ -	
			\$ -	
			\$ -	
			\$ -	
SUB-TOTAL			\$ -	
9 OTHER COSTS:			Total Amount	COMMENTS
Day to day substitutes \$110 per day		60	\$ 6,600	
			\$ -	
			\$ -	
			\$ -	
SUB-TOTAL			\$ 6,600	
10 INDIRECT COSTS (use indirect costs calculator)		enter rate %		COMMENTS
		2.00%	\$720	
11 EQUIPMENT:			Total Amount	COMMENTS
Items costing \$5,000+ per unit & having a useful life 1+ years				

Applicant Agency:

Worcester Public Schools District

Applicant Number

348

Fiscal Year:

2024

Fund Code:

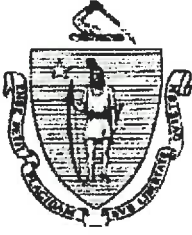
215

Program Name:

Genoc:

Budget Line Item Category		Amount	
1 ADMINISTRATOR SALARIES:		Total Amount	
	# of staff		
	FTE		
	MTRS		
SUB-TOTAL		Total Amount	
		\$	-
2 INSTRUCTIONAL/PROF STAFF SALARIES:		Total Amount	
	# of staff		
	FTE		
	MTRS		
SUB-TOTAL		Total Amount	
		\$	-
3 SUPPORT STAFF SALARIES:		Total Amount	
	# of staff		
	FTE		
	MTRS		
SUB-TOTAL		Total Amount	
		\$	-
4 STIPENDS:		Total Amount	
	# of Staff		
	Rate		
	Rate Type		
	MTRS		
	Teacher Instructional/Professional Staff	100	\$37 per hour
		Total Amount	\$ 7,200

Day to day substitutes <div style="border: 1px solid black; height: 20px; width: 100%;"></div> <div style="border: 1px solid black; height: 20px; width: 100%;"></div> <div style="border: 1px solid black; height: 20px; width: 100%;"></div>	60	<div style="border: 1px solid black; width: 100%; height: 20px; text-align: right;">\$ 6,600</div> <div style="border: 1px solid black; width: 100%; height: 20px; text-align: right;">\$ -</div> <div style="border: 1px solid black; width: 100%; height: 20px; text-align: right;">\$ -</div> <div style="border: 1px solid black; width: 100%; height: 20px; text-align: right;">\$ -</div>
SUB-TOTAL		\$ 6,600
10 INDIRECT COSTS (use indirect costs calculator)		
enter rate % <div style="border: 1px solid black; width: 100%; height: 20px; text-align: center;">2.00%</div>		
11 EQUIPMENT: Items costing \$5,000+ per unit & having a useful life 1+ years		
<div style="border: 1px solid black; height: 20px; width: 100%;"></div> <div style="border: 1px solid black; height: 20px; width: 100%;"></div>		
SUB-TOTAL		\$ -
TOTAL FUNDS REQUESTED		\$ 20,400



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COMMONWEALTH OF MASSACHUSETTS
STATE HOUSE • BOSTON, MA 02133
(617) 725-4000

CHARLES D. BAKER
GOVERNOR

KARYN E. POLITO
LIEUTENANT GOVERNOR

December 30, 2022

Dear Danielle,

Congratulations! We are pleased to inform you that Worcester has been awarded a FC215: Genocide Education Grant of \$57,120.

Through this funding and your important work, we hope to expand access to meaningful genocide education opportunities for all students in the Commonwealth. By engaging with challenging histories and critically analyzing the lessons of the past, students will build the skills they need to recognize and challenge injustice in the future. We are grateful for your efforts and commitment to this work.

You will be receiving instructions from the Department of Elementary and Secondary Education on next steps. Please feel free to contact Rebekah Judson at rebekah.m.judson@mass.gov if you have any questions.

Sincerely,

Handwritten signature of Charles D. Baker in blue ink.

Governor Charles D. Baker

Handwritten signature of Karyn E. Polito in blue ink.

Lt. Governor Karyn E. Polito

APPROVAL OF GRANTS AND OTHER FINANCIAL ITEMS

Administration
(January 24, 2023)

ITEM – gb 3-55
S.C. MEETING 2-2-23

ITEM:

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

PRIOR ACTION:

BACKUP:

Annex A (6 pages) contains the response to the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Approve on a roll call.

Grant Acceptance Form

Name of Grant: Financial Literacy Planning and Implementation Grant; Fund Code 104

Type of Funder: Department of Elementary and Secondary Education

Awarded Amount: \$15,000

Grant Funding Period: Upon Approval through June 30, 2023

Project Title: Elementary School Personal Finance Literacy Clubs

Program Coordinator: Marie Morse/Colleen Kelly

Purpose: These funds provide support to school districts to develop and delivery programs geared toward elementary and secondary school students related to financial literacy.

Description of the program: Students in grades five and six across all elementary schools within the District will participate in after school Personal Financial Literacy Clubs. The focus will be on Topics 1 and 2 of the Personal Financial Literacy Standards: Earning and Spending Income and Saving Money and evaluating media content, including online content.

Program location: All 33 Elementary Schools within the District

Outcomes and Measures: Students will gain basic knowledge of earning, saving and spending money through a defined curriculum with hands-on experience as measured by assessments.

Applicant Agency:

Worcester Public Schools District

Applicant Number

348

Fiscal Year:

2023

Fund Code:

104

Program Name:

Financial Literacy Planning and Implementation

Budget Line Item Category		Amount		COMMENTS
		Total Amount		
1 ADMINISTRATOR SALARIES:				
			\$ -	
			\$ -	
	SUB-TOTAL		\$ -	
2 INSTRUCTIONAL/PROF STAFF SALARIES:				
			\$ -	
			\$ -	
	SUB-TOTAL		\$ -	
3 SUPPORT STAFF SALARIES:				
			\$ -	
			\$ -	
	SUB-TOTAL		\$ -	
4 STIPENDS:				
			\$ -	
			\$ -	
	SUB-TOTAL		\$ -	

6 CONTRACTUAL SERVICES:		Rate	Rate Type	Total Amount	COMMENTS
				\$ -	
				\$ -	
				\$ -	
				\$ -	
				\$ -	
SUB-TOTAL				\$ -	
7 SUPPLIES AND MATERIALS:				Total Amount	COMMENTS
	Other Instr Materials (non-testing assessment)			\$ 2,420	High Quality Standards Program
				\$ -	RESOURCES
				\$ -	
				\$ -	
SUB-TOTAL				\$ 2,420	
8 TRAVEL:				Total Amount	COMMENTS
				\$ -	
				\$ -	
				\$ -	
				\$ -	
SUB-TOTAL				\$ -	
9 OTHER COSTS:				Total Amount	COMMENTS
				\$ -	
				\$ -	
				\$ -	
				\$ -	
SUB-TOTAL				\$ -	
10 INDIRECT COSTS (use indirect costs calculator)		enter rate %		\$300	COMMENTS
		2.00%			

	Total Amount	COMMENTS
11 EQUIPMENT:		
Items costing \$5,000+ per unit & having a useful life 1+ years	\$ -	
	\$ -	
SUB-TOTAL	\$ -	
TOTAL FUNDS REQUESTED	\$ 15,000	



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(617) 725-4000

CHARLES D. BAKER
GOVERNOR

KARYN E. POLITO
LIEUTENANT GOVERNOR

December 30, 2022

Dear Danielle,

Congratulations! We are pleased to inform you that Worcester has been awarded a FC104: Financial Literacy Planning and Implementation Grant of \$15,000.

Through this funding and your important work, we hope to expand access to meaningful financial literacy educational opportunities for all students in the Commonwealth. Equitable access to high-quality personal financial literacy education is an important part of making sure that all students are prepared to make thoughtful choices about their future. We are grateful for your efforts and commitment to this work.

You will be receiving instructions from the Department of Elementary and Secondary Education on next steps. Please feel free to contact Reuben Henriques at Reuben.F.Henriques@mass.gov if you have any questions.

Sincerely,

A handwritten signature in blue ink that reads "Charlie Baker".

Governor Charlie Baker

A handwritten signature in blue ink that reads "Karyn Polito".

Lt. Governor Karyn Polito

APPROVAL OF GRANTS AND OTHER FINANCIAL ITEMS

Administration
(January 24, 2023)

ITEM – gb 3-56
S.C. MEETING 2-2-23

ITEM:

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

PRIOR ACTION:

BACKUP:

Annex A (3 pages) contains the response to the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Approve on a roll call.

Grant Acceptance Form

Name of Grant: Teacher Diversification Pilot Program Grant

Type of Funder: Center for Strategic Initiatives

Awarded Amount: \$45,756.00

Grant Funding Period: Upon award – June 30, 2023

Project title: Teacher Diversification

Program coordinator: Ivonne Perez, Chief Diversity Officer

Purpose: Tuition assistance to support enrollment into, and completion of, an approved educator preparation program.

Description of the program: WPS will identify paraprofessionals with a bachelor's degree and provisionally licensed teachers to provide tuition assistance for costs associated with MTEL and SEI programs.

Program location:

Outcomes and Measures: Paraprofessionals will be able to advance their role as a classroom teacher, which will help with efforts to strengthen and diversify existing teacher recruitment and retention programs.



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(617) 725-4000

CHARLES D. BAKER
GOVERNOR

KARYN E. POLITO
LIEUTENANT GOVERNOR

December 2, 2022

Dear Superintendent Monarrez,

Congratulations! We are pleased to notify you that Worcester Public Schools has been awarded an FY23 Teacher Diversification Pilot Program grant of \$45,756.

We want to thank you for your commitment towards continuing to improve the educational experience for students. Through this funding and your continued support, we hope to expand access to great educational opportunities in the Commonwealth.

You will be receiving further instructions from the Department of Elementary and Secondary Education on next steps, and please feel free to contact Eric Washington at Eric.M.Washington@mass.gov or Sylvia Lam at Sylvia.Lam@mass.gov if you have any questions.

Sincerely,

Handwritten signature of Charles D. Baker in blue ink.

Governor Charles D. Baker

Handwritten signature of Karyn E. Polito in blue ink.

Lt. Governor Karyn E. Polito

**Teacher Diversification Pilot Program
Budget Summary**

Expense	Brief Description	Amount
1. Administrator Salaries		
2. Instructional/ Professional Staff Salaries		
3. Support Staff Salaries		
4. Stipends		
5. Fringe Benefits		
6. Contractual Services	2 SEI Courses (\$11,400.00) MTEL Preparation Course (\$5800) 2 MTEL Flex Presenters (\$5000.00)	\$ 22,200.00
7. Supplies & Materials	SEI Books @ \$3600.00 MTEL Preparation Materials @ \$4000.00	\$ 7,600.00
8. Travel		
9. Other Costs	100 MTEL Vouchers (\$150 each)	\$ 15,000.00
10. Indirect Costs	City Processing	\$ 915.12
	Total:	\$ 45,715.12

APPROVAL OF GRANTS AND OTHER FINANCIAL ITEMS

Administration
(January 24, 2023)

ITEM – gb 3-57
S.C. MEETING 2-2-23

ITEM:

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

PRIOR ACTION:

BACKUP:

Annex A (3 pages) contains the response to the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Approve on a roll call.

Grant Acceptance Form

Name of Grant: Wellington Foundation/ParentChild+ Grant

Type of Funder: Wellington Foundation - Private

Awarded Amount: \$20,000.00

Grant Funding Period: September 1, 2022 – June 30, 2023

Project title: ParentChild+ Pipeline Program Launch

Program coordinator: Elizabeth Vietze, Worcester Family Partnership

Purpose: To support ParentChild+ with the launch of a pipeline program for a community-based child care workforce in Worcester in FY23

Description of the program: Outreach to current/recent graduates of ParentChild+ families to gauge interest in becoming Family Child Care/Family Friend & Neighbor Child Care providers.

Program location: ParentChild+ Worcester location

Outcomes and Measures: The Worcester, MA ParentChild+ location will share information and regulations from DEEC on licensing for both categories of child care (Family Child Care/Family Friend & Neighbor Child Care) and participate in communities with national staff, MA and other sites.

We will identify the individuals who are able to become child care providers and potentially receive an additional round of funding based on the number of providers identified.

**Parent Child+ Pipeline Project
Budget Summary**

Expense	Brief Description	Amount
1. Administrator Salaries		
2. Instructional/ Professional Staff Salaries		
3. Support Staff Salaries	Additional hours for existing staff: participation in grant planning meetings with National ParentChild+ Office, training for existing staff on new model, recruitment of parent participants for program, ongoing support/case management for families for Family Child Care (FCC) licensure.	\$ 15,760.00
4. Stipends		
5. Fringe Benefits		
6. Contractual Services		
7. Supplies & Materials	Office supplies for program needs: books for FCC participants and office storage supplies for FCC program	\$ 1,940.00
8. Travel	Staff travel to family/FCC homes	\$ 900.00
9. Other Costs	Training & fees for first aid and CPR certification	\$ 1,000.00
10. Indirect Costs		\$ 400.00
Total of Grant:		\$ 20,000.00

ParentChild+

Equal Possibilities From The Start

Worcester, MA ParentChild+ Memorandum of Grant Conditions

The Wellington Management Foundation has approved a grant that includes \$20,000 in the nine months to be administered through ParentChild+ Inc., to support to support the launch of a pipeline program for a community-based child care workforce in Worcester in FY23. The second round of funding will depend upon how many parents are identified to become family child care providers and provided the home-based child care model (at the rate of \$7,500 per provider in the HBCC model plus \$1,500 per provider in start-up support). Kindly evidence acceptance of these terms and conditions by having the administrative officer authorized to accept this award sign this memorandum and return it to: Sarah E. Walzer, CEO, ParentChild+ Inc., 163B Mineola Boulevard, Mineola, NY 11501.

The terms of the Grant are as follows:

Grantee:	Worcester, MA ParentChild+
Grant Title:	Worcester, MA ParentChild+ – Pipeline program launch.
Grant Administrator:	ParentChild+ Inc. National Center (National Center)
Grantor:	The Wellington Management Foundation
Key Project Staff:	Melinda Forget, Coordinator, Worcester, MA ParentChild+; Felicita De Los Santos, FCC/HBCC Coordinator, Worcester, MA ParentChild+; Carol Rubin, MA Program Director, ParentChild+; Sarah Walzer, Chief Executive Officer, ParentChild+ Inc.;
Grant Dates:	September 1, 2022 – June 30, 2023
Grant Amount:	\$20,000
Payment Schedule:	One payment upon receipt of signed Memorandum of Grant Conditions.
Narrative and financial reporting dates:	Progress report - May,15, 2022; second grant will follow progress report.
Purpose:	Outreach to current ParentChild+ families to gauge interest in becoming Family Child Care/Family Friend and Neighbor child care providers, including outreach to recent graduate families of ParentChild+. The grantee will share relevant information and regulations from Department of Early Education and Care on licensing for both categories of child care and participate in communities of practice with national staff, MA and other sites.

O. GENERAL BUSINESS
McCullough
(January 16, 2023)

ITEM – gb 3-48
S.C. MEETING 2-2-23

ITEM:

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

PRIOR ACTION:

BACKUP:

Annex A (7 pages) contains the response to the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Approve on a roll call.

Athletic trainers save lives. But an alarming number of high schools don't employ them

Damar Hamlin's sudden cardiac arrest showed the value of athletic trainers. But roughly one in three U.S. high schools don't have them on sidelines.



Lindsay Schnell

USA TODAY

When Buffalo Bills safety Damar Hamlin collapsed on the field early in a game against Cincinnati on Jan. 2 and required life-saving CPR, David Silverstein had déjà vu.

Silverstein, a certified athletic trainer, now works with the U.S. Army at the Joint Base Lewis-McChord, just south of Tacoma, Washington. But two years ago, in January 2021, he was sitting in the gym at Shaw High School in East Cleveland during halftime of a boys basketball game when a player rushed onto the floor.

“Z’s down, come quick!”

“Z” was Zaharius Hillmon, a senior guard and younger brother of WNBA player Naz Hillmon.

Silverstein sprinted to the locker room to find Hillmon violently convulsing as a terrified teammate cradled him. Silverstein told the player to carefully lower Hillmon to the floor.

At first glance, as Hillmon’s eyes rolled back into his head, Silverstein thought the teen was having a seizure.

But then, “I did my ABCs, like I’d been trained to do,” Silverstein recalled.

That meant checking Hillmon’s airway, breathing and circulation. Hillmon was gasping repeatedly, a sure-tell sign someone can’t breathe on their own, he said. Silverstein checked Hillmon’s pulse. When he felt nothing, he immediately started CPR.

Hillmon, just 17, was having a heart attack.

It was a shocking, terrifying moment — and one too common in sports. Deadly cardiac events are well-known in arenas and playing fields across the world, from Hank Gathers to Pete Maravich to Olympic ice skater Sergei Grinkov.

But it is most common among those who aren't playing in prime time or for big paychecks. Sudden cardiac arrest is the leading cause of death among young athletes, according to the Mayo Clinic, with between one in 50,000 to one in 80,000 deaths per year.

The CDC estimates about 2,000 seemingly healthy people under the age of 25 die each year due to sudden cardiac arrest, a statistic cited by many health organizations including the American Academy of Pediatrics.

Hamlin, like Hillmon, was saved by the quick action of a certified athletic trainer; Bills' assistant trainer Denny Kellington, who performed CPR on Hamlin, has been hailed as a hero.

But what if no athletic trainer had been present?

One in three American high schools don't have access to a certified athletic trainer, according to the National Athletic Trainers Association (NATA). And it's been that way since NATA first started tracking data about a decade ago.

With roughly 24,000 high schools in the U.S., that translates to about 8,000 that don't have an athletic trainer patrolling the sidelines, a startling number considering nearly 8 million high schoolers play organized sports.

'Would you let kids play football without shoulder pads?'

In East Cleveland that night, Silverstein told a player to go find the school's automated external defibrillator (AED), thinking they'd need to shock Hillmon's heart once he had enough of a rhythm. As Silverstein continued compressions, he worried about the device being fully charged and wondered if the pads were new enough that they'd stick.

Meanwhile, another teammate had run upstairs to retrieve Hillmon's phone, abandoned on the bleachers after live streaming the first half of the game on Instagram (in January 2021, because of COVID protocols, no fans were present).

The player looked into the phone and shouted for Hillmon's mom, NaSheema Anderson. "Z fainted, get here now!" She sped to the school, sprinted into the locker room and stopped cold at the scene in front her.

"To watch someone do chest compressions on your child, to know they're only alive because someone else is pumping their heart for them, nothing can prepare you," Anderson told USA TODAY Sports, her voice catching. "I will never, ever unsee that."

Soon, paramedics were there too, using their AED to shock Hillmon before rushing to the emergency room. Silverstein walked back to the bench with the rest of the team, dazed and emotional, desperate to get an update on Hillmon.

It was actually somewhat of a fluke that Silverstein was even on site that night.

On friendly terms with one of the assistant football coaches at Shaw High, Silverstein had volunteered to work as the athletic trainer during football games, knowing the school didn't have one on staff.

Silverstein said shortly before the end of the season, Shaw's athletic director — who has since left the school — offered to pay Silverstein to attend basketball games, too.

But even after Hillmon's cardiac event, Silverstein wasn't offered a full-time role, and he told USA TODAY Sports the high school did not hire an athletic trainer to replace him when he left town months ago for his new Army gig. The school and district did not respond to request for comment from USA TODAY Sports.

That there's no full-time trainer on staff infuriates Anderson, even if her son — who was diagnosed with a congenital heart defect that required open heart surgery — is now a healthy, thriving college sophomore dominating intramural hoops at Georgia Southern University.

She's also gobsmacked that thousands of other high schools are in the same situation.

"How could a school ever explain to somebody's parent, 'Sorry, we didn't have a trainer?' How is that acceptable?" Anderson said, fury in her voice. "Tell me you don't have the money and I will show you the photo of me sitting in a dark ICU room holding my child's hand, praying to God that he survives one more day.

"Don't have athletics if you can't support it in totality. Would you let kids play football without shoulder pads?"

ATCs, AEDs and EAPs

If you're going to have a heart attack, the best place to do so, outside of a hospital, is at one of the following locations: an airport, a major sporting event or a casino. In all those scenarios, emergency personnel is nearby and AEDs are easily accessible.

At the Bengals' stadium that Monday, Hamlin was surrounded by almost a dozen medical professionals within seconds of collapsing. University of Cincinnati Medical Center doctors who

operated on Hamlin credited that quick response for why Hamlin displayed "no identifiable neurological deficit" when he woke up in the hospital.

"We may not have been as lucky if the ambulance didn't get there when it did," Silverstein said. "We were in an urban setting, too — what if we'd been in a rural setting and it took the ambulance 20 minutes to get there?"

"I told all my colleagues after it happened, this is exactly why we drill emergency action plans."

And while it's great if coaches, administrators or bystanders are trained in CPR, it's not their job to save an athlete in crisis. What's more, numerous studies have shown few coaches are trained in CPR, and even fewer feel confident in their ability to administer it in an emergency.

"To expect a coach to deal with an injury when they don't all have the training, it's unfair to them," said Kathy Dieringer, the president of the National Athletic Trainers Association. "The bottom line is that if you're going to prioritize the health and safety of students, you'll have an athletic trainer there to take care of them."

Dieringer is empathetic to ongoing budget crises in school districts and said finances are often cited as a reason schools don't employ athletic trainers. Games that pass without incident or injury can give schools and parents a false sense of security, she said, and many might not realize the necessity until it's too late.

Sudden cardiac events in high school sports

A quick internet search surfaces dozens of high school athletes who have suffered cardiac events across the country.

Just a week ago, Ashari Hughes, a 16-year-old Las Vegas student, collapsed and died during a flag football game. Though her cause of death has not yet been determined, a family member told FOX5, a Vegas TV station, Hughes had ongoing heart issues and was seeing a cardiologist.

The Clark County School District, where Hughes was a student, told USA TODAY via email that certified athletic trainers are present at both practice and games throughout the district, and Jan. 5 was no different. The certified athletic trainer provided immediate aid to Hughes, and deployed the AED, the school district said.

In La Porte, Indiana, about 30 miles west of South Bend, Julie West had just returned home the evening of Hamlin's collapse during Monday Night Football, when a friend called with a warning: Don't turn on ESPN.

In September 2013, Julie's son Jake, then 17, collapsed during football practice. West told USA TODAY Sports that while there was an athletic trainer on site, that person froze and someone else had to perform CPR. But there was no AED on the sidelines; it was locked away in the coach's office. After being rushed to the ER, Jake West was pronounced dead.

West has since become a fierce advocate for AEDs, constantly harping on the importance of the life-saving device being not just located in every school but on the sidelines of every athletic event.

"I am never one to judge," West said. "The problem isn't that they didn't know CPR, it's that they didn't have drills. I used to be a teacher and we drilled everything — fire, earthquake, active shooter. If we're not practicing regularly for these events, how could we ever be prepared?"

Dieringer said athletic trainers aren't critical only for the life-saving care they can provide, but because they're trained to formulate emergency action plans so that if the worst happens, precious seconds aren't wasted trying to figure out who's doing what.

In Kentucky, where AEDs are not required at school sporting events, a law was passed mandating schools create and rehearse emergency action plans after the tragic 2008 death of Max Gilpin, a high school football player who collapsed on the field during a 95-degree day and died of heat stroke.

But in 2020, after Matthew Mangine Jr. died during soccer practice at St. Henry District High in Erlanger, Kentucky, his family filed a wrongful death lawsuit alleging the school had no emergency plan in place.

"I don't want another family to live what I live every day," West said, adding that she's thought for years, "it was going to have to happen to a pro athlete, on TV, for everyone to pay attention."

'It's insane': No certification required for athletic trainers in California

Like AED requirements, rules and regulations surrounding certified athletic trainers (ATCs), vary widely from state to state.

Currently 49 states, and Washington, D.C., regulate athletic trainers. NATA stresses the importance of distinguishing an athletic trainer from a personal trainer. Most athletic trainers require licensure, which NATA considers "the gold standard," while New York and South Carolina require certification.

Hawaii, which requires registration, is the only state in the U.S. with at least one athletic trainer in every high school.

But the real outlier is California, where more than 800,000 students play high school sports, and where athletic trainers aren't required to be licensed, certified or registered.

That means that anyone off the street could show up at a California high school, tape some ankles and declare themselves an athletic trainer, without any oversight from the state board or state legislature.

"I guarantee you parents do not know that," Anderson said. "And think about it: you have to have a license to drive, you have to register if you have a dog and we spend so much time trying to regulate people's body's, but we're not protecting our children? That's insane."

According to the CIF, California's governing body of high school sports, 21% of California schools reported having access to a full-time athletic trainer, while 49% have no access. But the CIF cannot require schools to employ athletic trainers — that mandate must come from the California legislature.

The CIF told USA TODAY in an email that it "encourages" schools to have certified athletic trainers on staff as they are "an integral part of the high school athletic program."

Hillmon, Anderson and Silverstein would agree.

Though Silverstein is now 2,800 miles away from Hillmon, he checks in regularly with the boy he rescued, peppering Hillmon with questions on his grades, his girlfriend and his health. He talks to mom regularly, too.

"As you can imagine," Anderson said, "David is my favorite person. This is someone who will always be in our life."

Like other parents who've experienced the trauma of their child suffering a sudden cardiac event, Anderson has made it her mission to educate others on the importance of heart screenings, AED accessibility and CPR knowledge.

"If this happening on Monday Night Football didn't wake up the rest of the world on how to know CPR and how important trainers are, what else could have?" Anderson said. "The one-third number, it's startling — and it makes you wonder, who's looking at all those physical forms and OK'ing them?"

Now, she'll add getting athletic trainers at every high school to her to-do list.

“Listen, you might see me and other moms on Capitol Hill, because this one-third number is not OK,” Anderson said. “Athletic trainers in high schools should be mandatory; it should be legislative. It’s not about if you *think* it’s necessary — I’m here to tell you, it is.”

O. GENERAL BUSINESS
Clancey
(January 20, 2023)

ITEM – gb 3-50
S.C. MEETING 2-2-23

ITEM:

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

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF THE ADMINISTRATION:

Approve on a roll call.

III. Hardship Appeals Process

If the parent/guardian disagrees with the voluntary transfer decision, an appeal must be filed before the first day of the school year. A maximum of two weeks will be allowed to appeal the decision in writing to the Chairperson of the Hardship Appeals Board:

**Office for Instruction & School Leadership
Durkin Administration Building
20 Irving Street
Worcester, MA 01609**

The Board will review each case referred to it and make timely decisions relative to the disposition of the appeal. A copy of the decision will be sent to the parent/guardian. Proceedings of the Hardship Appeals Board will be recorded and maintained by personnel in the Office for Instruction & School Leadership.

To comply with state mandates for Equal Opportunity/Affirmative Action, it is necessary that all written communication to students and parents include the following statement:
The Worcester Public Schools is an Equal Opportunity/Affirmative Action Employer/Educational Institution and does not discriminate regardless of race, color, gender, age, religion, national origin, gender identity, marital status, sexual orientation, disability or homelessness. The Worcester Public Schools provides equal access to employment and the full range of general, occupational and vocational education programs. For more information relating to Equal Opportunity/Affirmative Action contact the Human Resource Manager, 20 Irving Street, Worcester, MA 01609, 508-799-3020.

Please call the Office for Instruction & School Leadership if you would like this document translated into a language other than English.
Por favor, chame o escritório principal da escola, se você gostaria que esse documento traduzido em uma língua diferente do Inglês.
Por favor, de llamar a la oficina central de la escuela si usted desea que este documento se traducido a otro lenguaje que no sea inglés.
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Xin gọi Văn Phòng Kinh Học Chánh nếu quý vị muốn tài liệu này được dịch ra một ngôn ngữ khác em tiếng Anh

**WORCESTER PUBLIC SCHOOLS
Worcester, Massachusetts**

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Worcester, Massachusetts**

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CONTROLLED

TRANSFER POLICY

GRADES K-12



“In accordance with Federal and State laws (including Title IX and Chapter 622), The Worcester Public Schools does not discriminate on the basis of race, color, sex, age, religion, national origin or handicap.”

VOLUNTARY CONTROLLED TRANSFER POLICY

I. Conditions for Out-of-District Transfers
It is the policy of the Worcester Public Schools that students shall attend schools based upon neighborhood district lines. Exceptions to this policy are allowed under the "Voluntary Controlled Transfer Policy" which permits transfers to other elementary, middle, and high schools or to citywide magnet schools under the following conditions:

A. There must be space available in the receiving school.

B. Elementary, middle, and high schools having a minority percentage greater than the citywide average on October 1 of each year will adhere to the following restrictions:

1. Minority students will not be allowed to transfer into a school which has a minority percentage greater than the citywide average on October 1 of each year.
2. Majority students will not be allowed to transfer out of a school except in the case where the sending school is in compliance and the receiving school is out of compliance as a result of having a minority percentage greater than 15 percentage points above the citywide minority percentage.

3. All students, both minority and majority shall be eligible to attend citywide magnet schools and secondary magnet schools. In order to exercise this eligibility, the magnet school must be in compliance.

C. Elementary, middle, and high schools having a minority percentage less than the citywide average on October 1 of each year will adhere to the following restrictions:

1. Majority students will not be allowed to transfer into a school which has a minority percentage less than the citywide average on October 1 of each year.
2. Minority students will not be allowed to transfer out of a school except in the case where the sending school is in compliance and the receiving school is out of compliance as a result of having a minority percentage less than 15 percentage points below the citywide minority percentage.
3. All students, both minority and majority, shall be eligible to attend citywide magnet schools and secondary magnet schools. In order to exercise this eligibility, the magnet school must be in compliance.

D. Voluntary transfer requests will be considered for properly documented medical disabilities and other unique circumstances.

E. Bilingual and Special Education Programs are offered in certain schools. Any student requiring these services will be enrolled in the school that will meet his/her assessed needs.

F. When a student changes residence and would enter grade 6, 8 or 12, he/she may finish the year in that school provided that he/she is a resident of Worcester and has received the out of district principal's permission to remain in that school.

G. Students who enroll in an out of district magnet program or the Worcester Technical High School must complete the year in the out of district school.

II. Procedures for Applying for a Voluntary Transfer:

Applications and a policy statements are available at the Parent Information Center or the Office for Instruction & School Leadership:

Parent Information Center 508.799.3194

Office for Instruction & School Leadership 508.799.3499

A written approval or denial will be sent to the home of the parent/guardian and copies will be forwarded to the principals of both the sending and receiving schools.

A copy of the application and the approval or denial letter will be kept on file in the Office for Instruction & School Leadership.

**WORCESTER PUBLIC SCHOOLS
WORCESTER, MASSACHUSETTS**

APPLICATION FOR VOLUNTARY TRANSFER

2023-2024

FOR OFFICIAL USE ONLY	
District:	_____
Wants	_____
Grade	_____
Date Rec'd:	_____
Approved _____	Date _____
Denied _____	Date _____
Space _____	Policy _____

The School Committee has set a policy for Voluntary Transfers and those requests will be honored only if they meet the guidelines of that policy.

Child's Name: _____ Home Language: _____

Home Address: _____ Zip Code: _____

Telephone: _____ Date of Birth: _____

Check one ONLY:

1. American Indian: _____ 2. Asian or Pacific Islander: _____ 3. Hispanic Non-White: _____

4. Hispanic White: _____ 5. Black Non-Hispanic: _____ 6. White Non-Hispanic: _____

Special Services: (Check the service(s) your child is now receiving)

Special Education: _____ Bilingual Services: _____ Other: _____

School Presently Attending: _____ Grade: _____

School Desires to Attend: _____ Grade: _____

Second Choice: _____ Grade: _____

REASON FOR SPECIAL REQUEST (Please be specific)

Date of Request: _____

(Signature of Parent/Guardian)

Please print name: _____ Email: _____