

**On July 16, 2022, the Commonwealth enacted Chapter 107 of the Acts of 2022, "An Act relative to extending certain state of emergency accommodations", which includes an extension of the option for public bodies to hold remote meetings until March 31, 2023, effective immediately.**

**To partake in the "Public Participation" section of this meeting, you may attend the meeting in-person within the meeting location, click on the link below to join via Zoom or by dialing the direct line as indicated.**

**Please click the link below to join the webinar:**

<https://worcesterschools.zoom.us/j/89347748574?pwd=cWsxTnJJRFV5dIVTbVpZeTJic3lSdz09>

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Webinar ID: 893 4774 8574

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

## AGENDA #22

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

on: Thursday, August 18, 2022  
at: 4:00 p.m. Regular Session  
5:00 p.m.– Executive Session  
in: Esther Howland South Chamber, City Hall

### ORDER OF BUSINESS

#### **A. General Business Items taken in Executive Session**

gb 2-212 – Administration  
(August 4, 2022)

To discuss strategy with respect to collective bargaining and to conduct collective bargaining regarding Grievance 20/21-11.

To discuss strategy with respect to collective bargaining and to conduct collective bargaining regarding Grievance 21/22-36.

To discuss strategy with respect to a litigation of a Worker's Compensation for a teacher, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.

To conduct strategy sessions in preparation for negotiations with nonunion personnel and/or to conduct negotiations with nonunion personnel – Deputy Superintendent, Chief Operating Officer and Chief Financial Officer Elect Brian E. Allen.

To conduct strategy sessions in preparation for negotiations with nonunion personnel and/or to conduct negotiations with nonunion personnel – Assistant Superintendent, Teaching and Learning Elect Marie D. Morse.

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 – NAGE R1-16 Cafeteria Workers.

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 v. Worcester Public Schools, MCAD Docket No. 20WEM02609 (Class Action Case); Various Individual MCAD Cases Filed by Employees Relating to Reasonable Accommodation Requests; and Worcester School Committee and Educational Association of Worcester, Department of Labor Relations, Case No. MUP-20-8368.

**B. Call to Order**

**C. Pledge of Allegiance**

**D. Roll Call**

**E. Consent Agenda**

i. Approval of Minutes

AOR 2-23 - Clerk  
(July 25, 2022)

To consider approval of the Minutes of the School Committee Meeting of Thursday, July 21, 2022.

ii. Approval of Donations

gb #2-213 - Administration  
(August 3, 2022)

To accept the following donations:

- a used Dye Sublimation Setup from Worx Printing Cooperative to the WTHS Graphics Department consisting of a Sawgrass SG500 Sublimation Printer valued at approximately \$325.00 and a DC-MUG Full Wrap Mug Attachment valued at approximately \$288.00
- \$5,586 from Worcester Area Mission Society to Woodland Academy.

iii. Notification of Personnel Records

2-34 The Superintendent has APPROVED the RESIGNATIONS of the persons named below:

Anderson, Heidi, Woodland Academy, Teacher, Elementary, Resigned, Kind/City, July 19  
Arguello, Jennifer, Burncoat Middle School, Teacher, English, Resigned, English, August 4  
Bigelow, Kevin, Burncoat High School, Teacher, ESL, Resigned, Innovation Pathways, July 18  
Boucher, Raymond, Worcester Technical High, Teacher, Science, Resigned, Biology, June 17  
Bove, David, Roosevelt, Teacher, Resigned, ESL, July 6  
Bradley, Nicole, Systemwide, Focused Instructional Coach, Special Education, Resigned, July 7  
Brayden, Erin, Goddard, Teacher, Elementary, Resigned, Primary, July 21  
Brennan, Jennifer, Forest Grove Middle School, Teacher, Science, Resigned, Secondary, July 30  
Brown-Dolan, Dayna, Burncoat High School, Teacher, English, Resigned, English, August 29  
Cardogno, Rachel, Chandler Magnet, Teacher, Resigned, Transitional Bilingual Education, July 20  
Caswell, Nancy, Systemwide, Teacher, Music, Resigned, Music, July 7  
Chenevert, Sean, Burncoat Middle School, Teacher, Mathematics, Resigned, June 17  
Ciampa, Patricia, Burncoat High School, Teacher, Foreign Language, Resigned, French, June 30  
Clapp, Lauren, McGrath Elementary, Teacher, Elementary, Resigned, Kindergarten, August 2  
Comeaux, Christopher, North High School, Teacher, Science, Resigned, Chemistry, June 17  
Cote, Louis, Worcester Technical High, Teacher, English, Resigned, English, June 17  
County, Michael, New Citizens - Secondary, Teacher, ESL, Resigned, Social Studies, June 17  
Crawford, Andrew, City View, Teacher, Special Ed., Resigned, Moderate Disabilities, June 17  
Cruz, Elena, Jacob Hiatt Magnet, Teacher, ESL, Resigned, ESL, July 26  
DaFonte, Julia, Systemwide, Speech & Language Pathologist, Special Ed., Resigned, June 18  
Daigle, Madison, North High, Teacher, Special Ed., Resigned, Moderate Disabilities, June 17  
Deary, Gene Michael, Vernon Hill, Teacher, Elementary, Resigned, Primary, July 18  
Delgado, Danielle, North High School, Guidance Counselor, Guidance, Resigned, June 17

iii. Notification of Personnel Records (cont.)

Desilets, Seth, Burncoat Middle School, Teacher, Other, Resigned, Technology, July 22  
 DiLeo, Lindsey, Systemwide, School Adjustment Counselor, Resigned, School Adjustment, July 27  
 DiRenzo, Meghan, Union Hill, Teacher, Elementary, Resigned, Primary, August 4  
 Donahue, Jacqueline, Woodland, Speech & Language Pathologist, Special Ed, Resigned, July 22  
 Donoghue, Kayla, Canterbury Street, Teacher, Elementary, Resigned, Preschool, June 17  
 Eiben, Melissa, Systemwide, Teacher, Special Ed., Resigned, Learning Disabilities, June 17  
 Farrington, Jennifer, City View, Teacher, Elementary, Resigned, Intermediate, June 17  
 Garceau, Emily, Belmont Community, Teacher, Elementary, Resigned, Primary, 17-Jun-22  
 Gray, Gersham, Claremont Academy, Teacher, Science, Resigned, Physics, June 23  
 Greiner, Angela, North High School, Teacher, English, Resigned, English, July 29  
 Griffin, Janie, Gates Lane, Teacher, Music, Resigned, Music, July 21  
 Grueter, Beth, City View, Focused Instructional Coach, Elementary, Resigned, July 20  
 Gutierrez Gonzalez, Borja, Chandler Magnet, Teacher, ESL, Resigned, Dual Language, July 26  
 Harrison, Lisa, Rice Square, Teacher, ESL, Resigned, ESL, August 4  
 Henrickson, Kendra, Systemwide, School Psychologist, Psychologists, Resigned, July 1  
 Henry, Matthew, Systemwide, Teacher, Art, Resigned, Arts, June 17  
 Horak, Ashley, Heard Street, Teacher, ESL, Resigned, ESL, June 17  
 Horgan, Kathleen, Sullivan Middle School, Teacher, ESL, Resigned, ESL, August 4  
 Johnson, Beverly, Worcester East Middle School, Teacher, English, Resigned, July 31  
 Kach, Ann, Worcester Technical, Teacher, Vocational Ed., Resigned, Allied Health - 74, June 10  
 Kaplan, Alyssa, South High School, Teacher, Mathematics, Resigned, Secondary, June 17  
 Kelly, Kerri, Burncoat Elementary, Teacher, Elementary, Resigned, Kindergarten, June 17  
 Koen, Daniel, North High School, Teacher, Social Studies, Resigned, Social Studies, July 18  
 Koopman, Sarah, Burncoat Elementary, Teacher, Elementary, Resigned, Intermediate, July 29  
 Kortsarz, Yael, Systemwide, Teacher, Music, Resigned, Music, June 17  
 Kushe Christo, Elona, Vernon Hill, Teacher, ESL, Resigned, ESL, July 29  
 Lesniak-Brothers, Jacqueline, Quinsigamond, Teacher, Elementary, Resigned, Primary, June 24  
 Lombardo, Natalie, Systemwide, Teacher, ESL, Resigned, ESL, August 1  
 Looney, James, Claremont Academy, Asst. Principal, Administration - Unit B, Resigned, July 1  
 Maldonado, Danielle, Systemwide, Teacher, Music, Resigned, Music, August 1  
 Markham, Lauren, Norrback Avenue, Teacher, Elementary, Resigned, Primary, July 29  
 Marquis, Ashley, Quinsigamond, Teacher, Elementary, Resigned, Intermediate, June 17  
 Matson, Julie, Burncoat High School, Department Head, English, Resigned, Secondary, August 3  
 McAuliffe, Kalie, Fanning Building - Transition Program, Teacher, Special Ed., Resigned, August 2  
 McGrath, Jillian, Union Hill, Teacher, Elementary, Resigned, Primary, July 18  
 McNamara, Meaghan, Nelson Place, Teacher, Special Ed., Resigned, Kindergarten, July 26  
 Mickunas, Margaret, Sullivan Middle School, Teacher, English, Resigned, August 8  
 Minter, Maya, Woodland Academy, Teacher, Elementary, Resigned, Intermediate, June 17  
 Minucci, Kaila, Belmont Community, Teacher, Elementary, Resigned, Intermediate, June 27  
 Morales-Ahmed, Andrea, Systemwide, School Psychologist, Psychologists, Resigned, June 17  
 Mulcahy, Scott, Nelson Place, Asst. Principal, Administration - Unit B, Resigned, June 17  
 Notaro, David, Gerald Creamer Center, Teacher, Mathematics, Resigned, July 25  
 Oliva, Sandra, Elm Park Community, Teacher, Elementary, Resigned, Intermediate, June 17  
 Poitras, Monica, Nelson Place, Principal - 42 Week, Administration, Resigned, June 30  
 Quercio, Michelle, Forest Grove, Focused Instructional Coach, English, Resigned, August 1  
 Quist, Sarah, Goddard, Teacher, ESL, Resigned, 17-June 17  
 Regan, Delaney, Sullivan Middle School, Teacher, English, Resigned, English, August 1  
 Renaud, Judith, Woodland Academy, Teacher, Elementary, Resigned, Intermediate, July 15  
 Ridick, Kathryn, Elm Park Community, Teacher, ESL, Resigned, ESL, July 28  
 Rizzo, Stephanie, Norrback Avenue, Teacher, Special Education, Resigned, SAIL, June 17  
 Rouleau, Kelsey, Canterbury Street, Teacher, Special Education, Resigned, Life Skills, July 22

iii. Notification of Personnel Records (cont.)

Sexton, Amanda, Systemwide, School Adjustment Counselor, Resigned, July 18  
 Shipley, Henley, Belmont Community, Teacher, Elementary, Resigned, Primary, June 17  
 Smith, Adriana, Doherty High School, Teacher, English, Resigned, Secondary, July 17  
 Sullivan, Christopher, Sullivan Middle School, Teacher, Science , Resigned, Biology, July 18  
 Tetreault, Jacquelyn, Union Hill, Teacher, Elementary, Resigned, Primary, July 30  
 Thompson, Mallory, Vernon Hill, Teacher, Elementary, Resigned, Intermediate, June 17  
 Thomson, Meghan, Durkin Administration, Department Head, Special Ed., Resigned, July 26  
 Torres, Yangtze, Chandler Magnet, Teacher, Resigned, Transitional Bilingual Ed., July 15  
 Traina, Matthew, Worcester East Middle School, Teacher, Science, Resigned, Biology, June 17  
 Tran, Vince, Claremont Academy, Teacher, Mathematics, Resigned, Secondary, June 30  
 Trueman, Hannah, Sullivan Middle School, Teacher, English, Resigned, Reading, June 17  
 Vignaly, Janet, New Citizens - Secondary, Teacher, ESL, Resigned, Mathematics, July 22  
 von Schmidt-Penta, Karl-Josef, Worcester East Middle , Teacher, Music, Resigned, June 17  
 Watkins, Maegan, South High School, Librarian, Library Media, Resigned, June 17  
 Wheeler, Jaime, Burncoat Elementary, Focused Inst. Coach, Special Ed. Resigned, Lead July 13  
 White, Kimberly, Forest Grove Middle , Department Head, Special Ed., Resigned, August 1  
 Young, John, West Tatnuck, Principal - 42 Week, Administration, Resigned, Elementary, June 24

2-35 The Superintendent has APPROVED the RETIREMENTS of the persons named below:

Amon-Karanja, Ann, Forest Grove Middle School, Teacher, Special Ed. Retired, June 30  
 Bares, Gregory, Durkin Administration, Manager, Administration, Retired, Federal, June 30  
 Bastien, Deborah, Goddard, Teacher, Elementary, Retired, Intermediate, June 30  
 Binienda, Maureen, Durkin Administration, Superintendent, Administration, Retired, June 30  
 Bourdeau, David, St Casimir, Teacher, Industrial Arts, Retired, Industrial Arts, June 30  
 Burison, Marie, Doherty High School, Teacher, Social Studies, Retired, Social Studies, June 30  
 Cantwell, Lisa, Quinsigamond, Teacher, Elementary, Retired, Primary, June 30  
 Champeau, Steve, WTHS, Department Head, Vocational Ed., Retired, Graphic Arts-74, June 30  
 Clapp, Roger, Jacob Hiatt Magnet, Focused Instructional Coach, Elementary, Retired, June 30  
 Datta, Jyoti, Jacob Hiatt Magnet, Principal - 52 Week, Administration, Retired, Elem., June 30  
 Donahue, Deborah, Burncoat Middle School, Teacher, Reading, Retired, July 1  
 Donahue, Margaret, Burncoat High School, Teacher, Art, Retired, June 30  
 Ferrante, Mary Anne, Systemwide, Teacher, Phys Education , Retired, June 30  
 Galvin, Allison, Nelson Place, Teacher, Elementary, Retired, Intermediate, June 30  
 Goodhile, Sally, Systemwide, Physical Therapist, Special Education , Retired, June 30  
 Goodsitt, Greg, South High School, Teacher, Special Education, Retired, Inclusion, June 30  
 Gribouski, John, Burncoat Elementary, Asst. Principal, Administration - Unit B, Retired, June 30  
 Juneau, David, Gerald Creamer Center - Evening High School, Coordinator - Principal, Administration - Unit B, Retired, Special Education, June 30  
 Kirrane, Paul, Burncoat Middle School, Teacher, Mathematics, Retired, June 30  
 Lee, Kathleen, Thorndyke Road, Principal - 42 Week, Administration, Retired, Elem., June 30  
 Mallgren, Diane, Midland Street, Teacher, ESL, Retired, June 30  
 Mann, Margaret, WTHS, Department Head, Vocational Ed. Retired, Early Childhood-74, June 30  
 McKeon, Barbara, Doherty High School, Teacher, Mathematics, Retired, MCAS, June 30  
 McSherry, Christine, Worcester Arts Magnet, Asst. Principal, Admin. - Unit B, Retired, July 19  
 Mihelioudakis, Ekaterini, Sullivan Middle School, Teacher, Special Ed., Retired, Life Skills, June 30  
 Moore, James, Burncoat High School, Teacher, English, Retired, English, June 30  
 Noponen, Barbara, Systemwide, Teacher, Special Ed., Retired, Learning Disabilities, June 30  
 Ohan, Annmarie, Forest Grove Middle School, Teacher, Health, Retired, Secondary, June 30  
 O'Neil, Susan, Durkin Administration, Deputy Superintendent, Administration, Retired, June 30  
 O'Neil, Kathryn, St Casimir, Teacher, Special Education, Retired, Moderate Disabilities, June 30  
 O'Neill, Teresa, North High School, Asst. Principal, Administration - Unit B, Retired, June 30



iii. Notification of Personnel Records (cont.)

Pappas, Christopher, St Casimir, Teacher, Industrial Arts, Retired, Industrial Arts, June 30  
 Peters, Mark, Worcester East Middle School, Teacher, Health, Retired, Health, June 30  
 Petrella, Siobhan, WTHS, Principal - 42 Week, Admin. - Unit B, Retired, Secondary, June 30  
 Quinn, Ann Marie, Doherty High School, Teacher, English, Retired, English, June 30  
 Quist, Joanne, Sullivan Middle School, Asst. Principal, Administration - Unit B, Retired, July 19  
 Remington, Patrick, May Street, Teacher, Elementary, Retired, Intermediate, July 30  
 Ritacco, Donna, St Casimir, School Adjustment Counselor, Retired, School, June 30  
 Rogan, Sharon, Vernon Hill, Teacher, Special Ed., Retired, Moderate Disabilities, June 30  
 Rovezzi, Christine, Gates Lane, Focused Instructional Coach, Elementary, Retired, June 30  
 Scarrell, Robin, Forest Grove Middle School, Department Head, Science, Retired, June 30  
 Shea, Deirdre, May Street, Teacher, Elementary, Retired, Primary, June 30  
 Sirignano, Tina, Doherty High School, Teacher, Foreign Language, Retired, Spanish, June 20  
 Soucy, Brenda, Wawecus Road, Teacher, Elementary, Retired, Intermediate, June 30  
 Thibodeau, Ellen, Sullivan Middle School, Teacher, Science, Retired, Mathematics, June 30  
 Thompson, Arlene, WTHS, Department Head, Vocational Ed., Retired, Cosmetology-74, June 30  
 Tuttle, Kelly, Chandler Elementary, Teacher, Elementary, Retired, Primary, July 28  
 Walsh, Nancy, Gates Lane, Teacher, ESL, Retired, June 30  
 Wisner, Patricia, Canterbury Street, Teacher, ESL, Retired, June 30  
 Zimkiewicz, Charlene, Lake View, Teacher, Elementary, Retired, Kind/City, June 30  
 Zinkus, Maria, Roosevelt, Teacher, Elementary, Retired, Kindergarten, June 30

iv. Initial filing of individual recognitions

gb #2-214 – McCullough  
 (July 28, 2022)

To congratulate Worcester Technical High School educator Kim Youkstetter on being awarded the 2022 Entrepreneurship Honorable Mention Award by Kendall College at National Louis University and the Center for Advancement of Foodservice Education (CAFÉ) for taking her students' dream culinary businesses and turning them into a revenue-generating reality.

**Recommendation of Administration**  
**Forward letter**

gb #2-215 – Administration  
 (August 3, 2022)

To set a date to recognize Jay-Xavier Nuñez for his act of heroism by assisting the students involved in the tragic car accident on July 23, 2022.

**Recommendation of Administration**  
**Set the date of Thursday, September 1, 2022.**

v. Notices of interest to the district or to the public

**Recommendation of Administration**  
**Approve the Consent Agenda items on a roll call.**

**F. Items for Reconsideration****G. Held Item**

gb 2-203 - Johnson  
(July 26, 2022)

Request that the Superintendent update the School Committee on the MOU with Worcester Police Department for School Liaison Officers and provide updates at subsequent School Committee meetings to include plans for a working MOU.

**Recommendation of Administration**

**Provide update.**

**H. Recognitions****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 Petitions****K. Report of the Superintendent**

ROS 2-10 - Administration  
(August 3, 2022)

SUMMARY OF 2022 SUMMER LEARNING PROGRAMS

**Recommendation of Administration**

**Accept and file.**

**L. Reports of the Standing Committees**

The Standing Committee on Finance and Operations met on Monday, August 15, 2022 at 5:00 p.m. in Room 410 at the Durkin Administration Building.

**Recommendation of Administration**

**Approve on a roll call.**

**M. Student Advisory Committee item****N. Approval of Grants and other Finance Items**

gb 2-216 Administration  
(July 19, 2022)

To approve the following prior fiscal year payments:

- \$1,163 to Claremont Academy for Collaborative Problem Solving
- \$2,117.85 to Stadium System, Inc.
- \$160 to AA Transportation
- \$227.81 to a WPS employee for mileage reimbursement
- \$693.43 to a WPS employee
- \$529.20 to Capstone
- \$120 to a WPS employee for RN License renewal
- \$2,582.75 to Clean Harbors
- \$3,220 to Gatehouse Media
- \$507.45 to Hank's Marine
- \$3,753.07 to Hartman Publishing

**(continued)**

**N. Approval of Grants and other Finance Items (continued)**

- \$281.20 to a WPS employee for mileage reimbursement
- \$180 to a WPS employee for RN License Renewal
- \$179.53 to Motion Industries
- \$318.78 to NAPA Auto Parts
- \$19.30 to a WPS employee for June 2022 mileage reimbursement
- \$50.31 to a WPS employee for May 2022 mileage reimbursement
- \$28.08 to a WPS employee for April 2022 mileage reimbursement
- \$226,537.50 to Ride Rite for SPED transportation services
- \$53.47 to a WPS employee for May 2022 mileage reimbursement
- \$131.04 to a WPS employee for June 2022 mileage reimbursement
- \$1,925 to Sutton Public Schools
- \$383.45 to Unifirst
- \$46,930 to College Board
- \$318.60 to parents for transportation reimbursement
- \$1,600 to AA Transportation
- \$13,748.16 to City of Boston-Horace Mann School for the Deaf
- \$9,670.20 to Evergreen Center Inc.
- \$6,132 to North Shore Education Consortium
- \$16,420 to Southern Worcester County Educational Collaborative-Project Grow
- \$51,570 to Springfield Public Day Elementary School
- \$6,378.28 to Valley Collaborative

**Recommendation of Administration****Approve on a roll call.**

gb 2-217 Administration  
(August 9, 2022)

To accept the Career Technical Initiative Grant administered by Commonwealth Corporation on behalf of the Workforce Skills Cabinet in the amount of \$270,000.

**Recommendation of Administration****Approve on a roll call.**

gb 2-218 Administration  
(August 9, 2022)

To accept the Early College Full School and Expansion Year 2; Fund Code 175 Grant from the Massachusetts Department of Elementary and Secondary Education Continuation administered by the Office of Early College in the amount of \$500,000.

**Recommendation of Administration****Approve on a roll call.**

gb 2-219 Administration  
(August 9, 2022)

To accept the Supporting Students' Social Emotional Learning, Behavioral & Mental Health, and Wellness Through Multi-Tiered Systems of Supports (SEL & Mental Health Grant); Fund Code 613 Grant from the Massachusetts Department of Elementary and Secondary Education Continuation administered by the Office of Student and Family Support College in the amount of \$85,000.

**Recommendation of Administration****Approve on a roll call.**

**N. Approval of Grants and other Finance Items (continued)**

gb 2-220 Administration  
(August 9, 2022)

To accept the Skills Capital Grant FY23 Round 1 North High School in the amount of \$237,021.

**Recommendation of Administration**  
**Approve on a roll call.**

gb 2-221 Administration  
(August 9, 2022)

To accept the Skills Capital Grant FY23 Round 1 Worcester Technical High School in the amount of \$311,000.

**Recommendation of Administration**  
**Approve on a roll call.**

gb 2-222 Administration  
(August 9, 2022)

To accept the Skills Capital Grant FY23 Round 1 Innovation Pathways Program in the amount of \$75,000.

**Recommendation of Administration**  
**Approve on a roll call.**

gb 2-223 Administration  
(August 9, 2022)

To accept the Laura Bush Foundation for America's Libraries Grant in the amount of \$5,000.

**Recommendation of Administration**  
**Approve on a roll call.**

gb 2-224 Administration  
(August 9, 2022)

To accept the UNUM Equitable Pathways Grant in the amount of 5,000.

**Recommendation of Administration**  
**Approve on a roll call.**

gb 2-225 Administration  
(August 9, 2022)

To accept the SWIG School Water Improvement Grant from Mass. Clean Water Trust in the amount of \$150,000.

**Recommendation of Administration**  
**Approve on a roll call.**

**O. General Business**

gb 2-18.11 - Administration/Novick/Clancey/Johnson/Kamara/Mailman  
(July 25, 2022)

Response of the Administration to the request to update the community on the Worcester Public Schools and COVID.

**Recommendation of Administration**  
**Provide an update and hold for the next meeting.**

gb 2-74.2 Novick/Clancey/Johnson/Kamara/Mailman/McCullough  
(August 9, 2022)

To consider an update on the municipal broadband committee.

**Recommendation of Administration**  
**Provide update.**

gb 2-226 - Clancey  
(July 20, 2022)

Request that the Administration provide an update on student/staff Chromebooks for the 2022-23 school year.

**Recommendation of Administration**  
**Refer to the Administration.**

gb 2-227 - Administration  
(July 25, 2022)

To select a voting delegate and an alternate for the Annual Business Meeting of the Massachusetts Association of School Committees, scheduled for November 1, 2022.

**Recommendation of Administration**  
**Select a delegate and alternate delegate.**

gb 2-228 - Novick  
(August 3, 2022)

To consider changing the School Committee date in November from November 3, 2022 to November 10, 2022.

**Recommendation of Administration**  
**Prerogative of the School Committee.**

gb 2-229 - Novick  
(August 4, 2022)

To review and, as appropriate, file outstanding items sent to Administration.

**Recommendation of Maker**  
**Review and file.**

**Recommendation of Administration**  
**The Administration concurs with the maker.**

**General Business (continued)**

gb 2-230 - Administration  
(August 4, 2022)

To consider an increase in the Day-by-Day Substitute rate of pay from \$85 to \$110.

**Recommendation of Administration**  
**Approve on a roll call.**

gb 2-231 - Clancey  
(August 8, 2022)

To create a policy governing the use of day-to-day substitutes.

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

gb 2-232 - Administration  
(August 10, 2022)

To vote to execute the Contract for Employment between the Worcester School Committee and Brian E. Allen for the position of Deputy Superintendent, Chief Operating Officer and Chief Financial Officer for the period of July 21, 2022 through June 30, 2025.

**Recommendation of Administration**  
**Prerogative of the School Committee.**

gb 2-233 - Administration  
(August 10, 2022)

To vote to execute the Contract for Employment between the Worcester School Committee and Marie Morse for the position of Assistant Superintendent, Teaching and Learning for the period of July 21, 2022 through June 30, 2025.

**Recommendation of Administration**  
**Prerogative of the School Committee.**

**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, Worcester, MA 01609, 508-799-3020.

A. EXECUTIVE SESSION  
Administration  
(August 4, 2022)

ITEM - gb 2-212  
S.C. MEETING - 8-18-22

ITEMS:

To discuss strategy with respect to collective bargaining and to conduct collective bargaining regarding Grievance 20/21-11.

To discuss strategy with respect to collective bargaining and to conduct collective bargaining regarding Grievance 21/22-36.

To discuss strategy with respect to a litigation of a Worker's Compensation for a teacher, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.

To conduct strategy sessions in preparation for negotiations with nonunion personnel and/or to conduct negotiations with nonunion personnel – Deputy Superintendent, Chief Operating Officer and Chief Financial Officer Elect Brian E. Allen.

To conduct strategy sessions in preparation for negotiations with nonunion personnel and/or to conduct negotiations with nonunion personnel – Assistant Superintendent, Teaching and Learning Elect Marie D. Morse.

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 – NAGE R1-16 Cafeteria Workers.

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 v. Worcester Public Schools, MCAD Docket No. 20WEM02609 (Class Action Case); Various Individual MCAD Cases Filed by Employees Relating to Reasonable Accommodation Requests; and Worcester School Committee and Educational Association of Worcester, Department of Labor Relations, Case No. MUP-20-8368.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Discuss.

i. APPROVAL OF RECORDS  
Clerk  
(July 25, 2022)

ITEM - aor 2-23  
S.C. MEETING - 8-18-22

ITEM:

To consider approval of the Minutes of the School Committee Meeting of Thursday, July 21, 2022.

PRIOR ACTION:

BACKUP:

Annex A (11 pages) contains a copy of the Minutes of the School Committee Meeting of Thursday, July 21, 2022.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.



The School Committee of the Worcester Public Schools met in Open Session at 4:09 p.m. in Room 410 of the Durkin Administration Building on Thursday, July 21, 2022.

There were present at the Call to Order:

Ms. Clancey, Mr. Johnson, Ms. Mailman, Ms. McCullough, Ms. O'Connell Novick and Mayor Petty

There was absent: Ms. Kamara

The Pledge of Allegiance was offered and the National Anthem was played.

## 1. **Consent Agenda**

### i. Approval of Minutes

AOR 2-21 - Clerk  
(June 23, 2022)

To consider approval of the Minutes of the School Committee Meeting of Thursday, June 16, 2022.

AOR 2-22 - Clerk  
(July 5, 2022)

To consider approval of the Minutes of the School Committee Meeting of Monday, June 27, 2022.

### ii. Approval of Donations

gb #2-198 - Administration  
(June 14, 2022)

To accept the following donations:

- \$5,000 to North High School from the Office of the District Attorney, Joseph D. Early, Jr to be used to assist in the purchase of fitness equipment as part of the Community Reinvestment and Crime Prevention Program.
- \$393.44 to Woodland Academy from CEC Entertainment (Chuck E. Cheese) through fundraising efforts.
- \$2,000 to the George & Marie Maloney Scholarship Fund at Doherty Memorial High School from Dr. George E. Maloney
- \$50 to Worcester Technical High School from Charities Aid Foundation America
- \$740 to Worcester Technical High School from VHS Learning, Inc. for participation in the MA STEM AP Expansion Opportunity
- 100 casting devices to the WPS Information Technology Department from Google valued at a total of \$3,000
- \$501.67 to Belmont Street Community School from Shutterfly/Lifetouch
- \$88,845 to Worcester Technical High School from WEDF to go towards the purchase of Apple products
- \$38,495.44 from UMASS Chan Medical School to be distributed as mini grants to the following North Quadrant schools:
  - \$25,499.76 to Belmont Street Community School
  - \$1,500 to Rice Square School
  - \$1,431 to Worcester East Middle School
  - \$3,098.24 to Lake View School
  - \$6,966.44 to North High School

Mayor Petty thanked District Attorney Joseph Early for the donation and his continuous support to the Worcester Public Schools.

On a roll call of 6-1 (absent Kamara) the consent agenda was approved.

**2. Held Items**

gb 2-170 - Administration  
(May 23, 2022)

To consider approval of the Job Description for a Building Substitute.

gb 2-173 - Administration  
(May 24, 2022)

To consider approval of the Job Description for an Assistant Information Technology (IT) Director.

gb 2-174 - Administration  
(May 24, 2022)

To consider approval of the Job Description for a Systems Data Specialist.

**(These items were considered together.)**

Dr. Monárrez provided a brief description of each Job Description and stated that she is in support of them. She thanked the committee for giving her the opportunity to review them before the committee voted on them.

Member Mailman asked if the Building Substitute Job Description allows for flexibility of day-to-day substitutes.

Dr. Monárrez stated that she believes that the system could do both but will have to speak to the Cabinet before a final decision is made.

On a roll call of 6-1 (absent Ms. Kamara), the items were collectively approved.

**3. Public Comment**

Che Anderson, Assistant Government Relations for UMass Medical School , discussed gb 2-198. He stated that UMass Medical School has made donations to the North Quadrant with either supplies, activities and/or field trips and will continue to help in any way possible.

**4. Report of the Superintendent**

ROS 2-9 - Administration  
(July 13, 2022)

**ENTRY PLAN UPDATE**

Dr. Monárrez provided an overview of her Entry Plan and stated that it was on the WPS website. It outlines her core values and stresses how important it is to communicate with people. She stated that she has met with 32 groups and/or individuals since July 1<sup>st</sup>. One of the topics discussed with her was the importance of having inclusionary practices in the schools. Once school is back in session, she will set up forums with principals, classroom educators, counselors and parents. She extended an invitation to the School Committee to attend the Annual Leadership Institute on August 22, 2022 at the DCU Center.

Member Novick asked Dr. Monárrez to explain the challenges she faces as a new Superintendent with regards to entering into a new system and preparing for the opening of school. She also asked what timeline would be needed to set her goals and evaluation.

Dr. Monárrez stated that prior to the Leadership Institute meeting on August 22<sup>nd</sup>, the district staff will meet in early August. There will be a day and a half retreat for the Cabinet to make certain everything is in place for the start of the 2022-23 school year. This will include, but not be limited to, the protocol for COVID and discussions about transportation. She also stated that if there are any immediate situations that need to be addressed, staff members will sharing them with her.

Dr. Monárrez discussed the goal setting and the evaluation by stating that her coach, Mary Burke, who is a retired Superintendent from Chelsea, will meet with her on a weekly basis to discuss how the evaluation system works. The goals will center around the Entry Plan and will be formulated by the end of the year and brought forward to the School Committee. Once the goals are finalized, she would like to refine the Strategic Plan to incorporate her goals.

On a roll call of 6-1 (absent Ms. Kamara), the item was accepted and filed.

## **5. Reports of the Standing Committees**

The Standing Committee on **Teaching, Learning and Student Supports** met on Wednesday, June 22, 2022 at 5:00 p.m. in Room 410 at the Durkin Administration Building.

gb 1-53- Mr. Monfredo/Miss Biancheria/Mrs. Clancey/Ms. McCullough/Ms. Novick (February 12, 2021)

Request that the Administration collaborate with community agencies, retired teachers and other groups, to study the feasibility of establishing a summer learning program to assist K-8 students.

Dr. O'Neil stated that programs began this week and will carry on throughout the summer.

Superintendent Binienda stated that summer school programs are different than in past years with the district trying to make it like a campus. The students had choices as to which programs they wanted to get involved in. The Generation Teach program for middle and high school students is completely full.

Ms. Kelley added that summer camps will be held at Elm Park, robotics camps at the Worcester Art Museum and the Bookmobile will be available. She also stated that there are 150 to 200 students that signed up for Catapult tutoring. Another new initiative is a camp, funded with ESSER money, with the Boys and Girls Clubs.

Ms. Melendez-Quintero stated that the district has a secondary program which partners with Quinsigamond and 100 multilingual students have signed up for the program with many on the waiting list. Professors have been working with WPS to develop curriculum that focuses on college and career readiness. Another program is focused on middle school ESL tutoring in Math and Spanish and an elementary program focused on building bilingualism that is taught completely in Spanish.

Member Kamara asked for a report on the number of low income students who have registered for these programs compared to last year and also a list of the programs that were offered in past years. Ms. Kelley stated that she would provide that information.

Member Mailman asked for a list of the secondary school programs being offered this year and Dr. Sippel stated that he would provide that information.

Chair McCullough requested that the item be held for an update in September.

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

gb #1-312 - Ms. McCullough/Mrs. Clancey/Mr. Monfredo/Ms. Novick (November 9, 2021)

Request that the Administration explore utilizing virtual tutoring services for the students of the WPS.

Member Mailman asked for an update on the secondary level virtual tutoring and Dr. Sippel stated that the district is still exploring options.

Superintendent Binienda stated that the district has been utilizing in house tutors for MCAS and found that secondary students preferred the one on one that those tutors provided.

Member Kamara requested a report in November containing feedback from students and families on the successes and challenges of the summer and fall Ignite and Catapult tutoring.

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

gb 2-141 - Administration (April 11, 2022)

To consider approval of the Fundamentals of Cybersecurity course.

Mr. Weymouth stated that this course was piloted at Worcester Technical High School this year in the Computer Science and IT pathway and the district would like to mirror this course for all students to take in the secondary schools.

Member Kamara asked for an explanation of Innovation Pathways and Chair McCullough suggested that she file an item at the School Committee level.

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

gb 2-94 – Kamara/Clancey/Johnson/McCullough/Mailman (March 9, 2022)

Request that the Administration provide an update on the Worcester Public School's opt-in and opt-out options regarding the sex education curriculum and provide the full scope of program per grade level and information regarding the hiring of staff.

Mr. Bersin stated that caregivers can opt out their students out of the three hour lessons at any time and that 15.4% of students have opted out. The main challenge has been misinformation regarding the curriculum.

Chair McCullough asked if new teachers are trained on this curriculum and Mr. Bersin stated that there were five additional health teachers added in secondary schools and two were hired for grades K-3 and they all received training.

Member Kamara requested a report on the number of students that opted out per school to include feedback from students and families. Mr. Bersin stated he would provide that information.

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

gb 2-145 - Mailman (May 6, 2022)

Request that the Administration provide a report, from January to present, regarding teacher shortages to include teacher absences by school and indicate the resources utilized to cover their classroom.

Superintendent Binienda stated that the number in absences reported corresponded to spikes in COVID and the availability of having long term substitutes provided greater flexibility.

Member Kamara requested that a report be provided throughout the school year listing teacher absences by school.

Superintendent Binienda suggested that the report include the number of teachers at the schools and also include the number of students that have been vaccinated.

Member Mailman requested an update in September on the vaccination rate per school.

Chair McCullough requested that the item be held for updates in September and January.

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

**SCHOOL COMMITTEE ACTION**

On a roll call of 6-1 (absent Ms. Kamara), the Action Sheet was approved as stated.

The Standing Committee on **Finance and Operations** met on Monday, July 11, 2022 at 5:00 p.m. in Room 410 at the Durkin Administration Building.

**(The following three items were taken together)**

gb #0-33 - Mr. Foley/Mrs. Clancey/Ms. McCullough/Mr. Monfredo/Ms. Novick (January 8, 2020)

To include a standing item for "Transportation Update" at each Finance and Operations committee meeting with information provided regarding the problems facing student transportation and improvements experienced.

gb #2-44 – Johnson/Clancey/Kamara/Mailman/McCullough/Novick (January 26, 2022)

Request that the Administration provide a pre and post COVID report regarding the timeliness and consistency of school bus routes to include:

- the number of bus drivers that are currently active and indicate how many are needed
- the number of bus drivers and monitors that are needed to be fully staffed and indicate the recruitment efforts being made and
- indicate what Human Resources is doing to help in this regard.

gb #2-109 - Mailman (March 22, 2022)

Request that the Administration provide the following transportation updates regarding to After School and Out-of-school providers:

- restoration of pre-existing bus stops at sites for the Spring 2022
- exploration of summer bus support for summer school and
- include SY23 providers and future transportation planning

Mr. Allen provided an update on the status of the operations for district transportation. Since the transportation contract was approved by the School Committee on June 25, 2022, the district has hired nine drivers from Durham, MassHire and from other vendors. There are thirty-three drivers that have received hiring letters and four additional drivers ready to be tested next week and four in training. The district is in the process of contacting drivers that were employed by Durham last year to inquire as to their interest in working for WPS.

There are one hundred and one planned full size routes next year. At the end of the school year the number of routes was sixty-four which included the district's fourteen drivers and the number of drivers from Durham.

Contingency plans are in place for strategically doubling up routes as opposed to previous years and the level of service will be better due to the district's availability of knowing where the buses are. Communication regarding the routes will improve as well.

The current fueling at DPW on Albany Street is not a long term solution due to the number of vehicles, so the district will have its own dedicated fueling location. Based on information received last week, it could possibly be fully operational within twenty weeks.

Mr. Allen explained that he and others met with the providers in April stating that the district was back to its normal mode of transportation for students that were attending after school and out of school programs. The district will be meeting with the representatives again in late summer.

Tina Mansfield asked for an update on the MyStop app and inquired as to the potential misuse of the app and asked when the drivers be trained on the app. Mr. Allen responded that parents and students can only see their individual bus, not the whole fleet of buses.

He stated that he spoke with the district's labor council and a meeting will be scheduled with EAW.

Ms. Mansfield also asked if employees are allowed to have a voice regarding the proposed policy changes.

Chair O'Connell Novick responded that the proposed changes include the removal of all references regarding contractors and content that is already contained in the Student Handbook.

John Cullen asked what the impact on athletic charters would be for the drivers. Mr. Allen stated the intent is to use the district's drivers without using contracted services.

Chair O'Connell Novick asked for an update on the coverage for summer school drivers.

Mr. Hennessey stated that the district is short on monitors but recruiting is ongoing.

On a voice vote, the items were held for updates in August.

gb 2-194 Novick June 8, 2022)

To review and update district transportation policies (EEA, EEAE, EEAEA, EEAE, EEAJ) to align with the Worcester Public Schools' method of providing transportation beginning in July 2022.

Chair O'Connell Novick stated that since the WPS is now responsible for its own transportation services, changes needed to be made to the policies because the standard policies in Massachusetts contain information regarding contracted services. She also stated that there were policies that were inserted directly from the Student Handbook and therefore needed to be amended to reflect policy only.

She also stated that the Policy Manual did not contain policy EEAG Student Transportation in Private Vehicles. She stated that the legal consequences fall on the district and the city. Therefore, she suggested that the proposed policy be forwarded to the City Solicitor for review of the language before adopting it.

Member Kamara stated that parents, students and coaches need to be made aware of the contents of policy EEAG if it is adopted.

Chair O'Connell Novick made the following motion:

Request that the proposed policies be approved with the exception of policy EEAG which will be referred to the City Solicitor for review.

On a voice vote the motion was approved.

### **SCHOOL COMMITTEE ACTION**

Member Novick requested that gb 2-204 and gb 2-205 from the School Committee agenda be taken out of order due to the fact that the topics are the same.

gb 2-204 - Johnson  
(July 13, 2022)

Request that the Superintendent provide an update on the plans to address the shortage of bus drivers to have a minimal impact on students arriving late to school.

gb 2-205 - Johnson  
(July 13, 2022)

Request that the Administration develop a districtwide process to ensure that students are not marked tardy in the event that buses are late.

Member Novick amended the Action Sheet by adding S. Weston and J. Mansfield as attendees.

Mr. Hennessey provided an update on transportation and indicated that there are 156 school bus drivers available and there are 196 planned bus routes which leaves a gap of 40 drivers. There are drivers in various stages of training and some candidates already have a class A, B or CDL license. The Administration has developed a Plan B if there are any shortfalls in drivers which is to have earlier drop offs and short quick routes. The Administration is also looking into combining curb-to-curb pickups for special need students with some of the big busses. The student and parent portal will be the method of communicating transportation information to families. The MyStop Bus Tracking application will begin the first day of school and parents will only have access to their child by using a unique log-in. He also stated that if there are any questions or issues, individuals should call the Operations Office at 508-799-3241.

Member Clancey asked when the bus routes will be made public. Mr. Hennessey stated that it will be approximately 10 days before the start of school. The Transportation Department is currently in the process of drafting these bus routes.

On a roll call of 7-0, the Action Sheet was approved as amended.

Vice-Chair Johnson asked about the transportation plan for students who are out-of-district. (gb 2-204)

Mr. Hennessey stated that out-of-district transportation remains one of the greatest challenges due to outside vendors who operate 7D vehicles. They have been consolidated significantly over the last few years. Some of these outside vendors have lost drivers during the pandemic and have not been able to replace them.

Vice-Chair Johnson indicated that he would like the Administration to develop a districtwide process to ensure that students that are late due to bus issues are not marked tardy. (gb 2-205)

Member Novick made the following motion:

Request that gb 2-205 be referred to the Standing Committee on Finance and Operations to be discussed at its August meeting.

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

On a roll call of 7-0, gb 2-204 was filed.

Member Kamara arrived at 4:56 p.m.

Mayor Petty took the following items out of order:

gb 2-206 - Administration  
(July 13, 2022)

To consider and approve a proposed reorganization of Central Administration positions to include the establishment of the positions of: 1.) Deputy Superintendent, Chief Operating Officer and Chief Financial Officer; and 2.) Assistant Superintendent, Teaching and Learning; and to approve the proposed Job Descriptions for those positions.

gb 2-207 - Administration  
(July 13, 2022)

To consider appointing Brian Allen to the position of Deputy Superintendent, Chief Operating Officer and Chief Financial Officer, subject to contract negotiations.

gb 2-208 - Administration  
(July 13, 2022)

To consider appointing Marie Morse to the position of Assistant Superintendent, Teaching and Learning, subject to contract negotiations.

gb 2-209 - Administration  
(July 13, 2022)

To consider and approve the establishment of the position of Chief Community Relations Officer and to approve the proposed Job Description for the position.

Dr. Monárrez provided a brief overview of the above mentioned Job Descriptions and appointments. She divided the Deputy's work into a:

- Assistant Superintendent for Teaching and Learning (Dr. Morse)
- a position for Deputy Superintendent who will make sure that the resource allocations are alignment with where the district needs to go (Mr. Allen)

The Chief Community Relations Officer will be the spokesperson for the district and will analyze the WPS website and make any necessary changes to it.

Member Novick requested a copy of the names of the Cabinet members and an updated Organizational Chart.

On a roll call 7-0, gb 2-206, gb 2-207, gb 2-208 and gb 2-209 were approved.

## 6. Approval of Grants and other Finance Items

gb 2-199 Administration  
(June 22, 2022)

To approve an increase in the IRS mileage reimbursement rate from 58.5 cents per mile to 62.5 cents per mile for all represented and non-represented employees, effective July 1, 2022.

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

gb 2-200 Administration  
(June 28, 2022)

To approve the following prior fiscal year payments:

- \$3,896.20 for a contractual payment for an employee
- \$63.13 for reimbursement of mileage and tolls for a School Committee member as part of the Superintendent search process

On a roll call of 6-0-0-1 (recused Ms. Kamara), the prior fiscal year payment for \$63.13 was approved.

On a roll call of 7-0, the prior fiscal year payment for \$3,896.20 was approved.

## 7. General Business

gb 2-18.10 - Administration/Novick/Clancey/Johnson/Kamara/Mailman  
(June 22, 2022)

Response of the Administration to the request to update the community on the Worcester Public Schools and COVID.

Dr. Monárrez provided the following update on COVID cases from July 15<sup>th</sup> through the 21<sup>st</sup>:

Students

0 –summer school students are not being tested

Staff

6 positive

Dr. Monárrez recommended that the Administration keep track of the COVID data for the first two months before recommending that the School Committee consider filing the item.

Member Johnson asked for an updated report regarding the participation in the Test and Stay program when school reconvenes in the Fall.

Dr. Monárrez stated that she will provide a response at the next School Committee Meeting..

It was moved and voice voted to hold the item for the July meeting.

gb 2-74.1 Novick/Clancey/Johnson/Kamara/Mailman/McCullough  
(June 22, 2022)

To consider an update on the municipal broadband committee.

Mr. Walton stated that the Worcester broadband committee consists of stakeholders from the City government, school district policymakers, business community organizations and universities. The committee was tasked with long term sustainable planning and the potential for municipal broadband provided in Worcester. The district reported out at each meeting on the progress regarding the continuous effort to sustain and improve home internet access for WPS families.

Member Novick stated that Scott Bradshaw from SciFi provided a presentation at the broadband committee's last meeting. There was some concern expressed during the committee's meeting regarding the level of poverty in the community and the different level of funding. Verizon representatives will be making a presentation at a future meeting.



On a voice vote, the item was held for the next update.

gb 2-201 - Mailman  
(July 11, 2022)

To review the availability of childcare for system educators in various positions and in various geographic parts of the city; one example - high school teachers at Burncoat and lack of early childcare availability in the area. Past practices?

Mayor Petty left the meeting at 5:27 p.m.

Vice-Chair Johnson chaired the meeting from 5:27 p.m. to 5:47 p.m.

On a roll call of 5-2 (absent Mayor Petty and Ms. McCullough) the item was referred to the Standing Committee on Teaching, Learning and Student Supports.

gb 2-202 - Mailman  
(July 11, 2022)

To facilitate with the city the removal of the city IT department from Worcester Tech to allow for expansion of Worcester Tech programming.

On a roll call of 5-2 (absent Mayor Petty and Ms. McCullough) the item was referred to the Standing Committee on Finance and Operations.

gb 2-203 - Johnson  
(July 13, 2022)

Request that the Superintendent update the School Committee on the MOU with the Worcester Police Department for School Liaison Officers and provide updates at subsequent School Committee meetings to include plans for a working MOU.

Dr. Monárrez stated that in the beginning of August she will meet with the Acting City Manager, Police Department and district leadership to discuss the Memorandum of Understanding. Legal Counsel is drafting language for the MOU which will be discussed. She would like to provide the draft MOU to the Safety Task Force before presenting it to the School Committee for its approval. The MOU will be monitored by the Safety Task Force and changes will be recommended for the first quarter. The goal is to ensure that students and staff are safe and the partnership with the City police is clear.

Vice-Chair Johnson stated that the School Committee does not approve the MOU but it would like to make certain that it aligns with its policies.

On a roll call of 5-2 (absent Mayor Petty and Ms. McCullough), the item was held for the School Committee Meeting on August 18, 2022.

gb 2-210 - Kamara  
(July 13, 2022)

To implore the administration to launch a "Positivity Campaign" during the new academic year to last all through the school year. All WPS teachers and staff to take a stance on the usage of supportive words/language to boost students' self-awareness, gift, passion, sense of self, confidence in their education and more.

Dr. Monárrez stated that a Comprehensive Wellness Support and Service Plan will be developed which will include this topic. She requested that this item be filed.

Member Novick made the following motion:

Request that the item be filed.

On a roll call of 5-2 (absent Mayor Petty and Ms. McCullough), the motion was approved.

gb 2-211 - Kamara  
(July 13, 2022)

To receive timely reports on filed racism, sexual harassment and discrimination complaints from staff and educators in the district.

Member Novick stated that the item is out of the School Committees' purview and illegal. It is a Human Resource issue. She asked if there was any information that the Administration could give that would be in the committees' purview

Dr. Monárrez stated that she would like to work with the Legal Department to develop a model of what can be shared with the committee.

Member Kamara asked if the Legal Department could also determine if the information could be shared in Executive Session.

Dr. Monárrez stated that she will include that in her discussion.

On a roll call of 5-2 (absent Mayor Petty and Ms. McCullough), the item was held for a report at the second meeting in September.

## **8. Executive Session**

It was moved to recess to Executive Session and Vice-Chair Johnson stated that the committee would reconvene in Open Session.

On a roll call of 5-2 (absent Mayor Petty and Ms. McCullough), it was moved to recess to Executive Session at 5:47 p.m. to discuss the following items:

gb 2-197 - Administration  
(July 11, 2022)

To discuss strategy with respect to collective bargaining and to conduct collective bargaining regarding Grievance 21/22-28.

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 litigation if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares – NAGE R1-156 52 Week Administrative Secretaries and Worcester School Committee, Grievance Regarding Accrual of Vacation Benefits.

Mayor Petty arrived at 6:18 p.m.

The School Committee recessed from Executive Session at 7:09 p.m. and reconvened in Open Session at 7:12 p.m.

There were present at the second Call to Order:

Ms. Clancey, Mr. Johnson, Ms. Kamara, Ms. Mailman, Ms. O'Connell Novick and Mayor Petty

There was absent: Ms. McCullough

Mayor Petty made the following motion:

Request that the School Committee ratify the agreement between NAGE R1-156 52 Week Administrative Secretaries and the Worcester School Committee, Grievance Regarding Accrual of Vacation Benefits.

On a roll call of 6-1 (absent Ms. McCullough), the motion was approved.

On a roll call of 7-0, the meeting was adjourned at 7:15 p.m.

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

ii. APPROVAL OF DONATIONS  
Administration  
(August 3, 2022)

ITEM - gb 2-213  
S.C. MEETING - 8-18-22

ITEM:

To accept the following donations:

- a used Dye Sublimation Setup from Worx Printing Cooperative to the WTHS Graphics Department consisting of a Sawgrass SG500 Sublimation Printer valued at approximately \$325.00 and a DC-MUG Full Wrap Mug Attachment valued at approximately \$288.00
- \$5,586 from Worcester Area Mission Society to Woodland Academy.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

iv. INITIAL FILING OF RECOGNITIONS  
McCullough  
(July 28, 2022)

ITEM - gb 2-214  
S.C. MEETING - 8-18-22

ITEM:

To congratulate Worcester Technical High School educator Kim Youkstetter on being awarded the 2022 Entrepreneurship Honorable Mention Award by Kendall College at National Louis University and the Center for Advancement of Foodservice Education (CAFÉ) for taking her students' dream culinary businesses and turning them into a revenue-generating reality.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Forward letter.

iv. INITIAL FILING OF RECOGNITIONS  
Administration  
(August 3, 2022)

ITEM - gb 2-215  
S.C. MEETING - 8-18-22

ITEM:

To set a date to recognize Jay-Xavier Nuñez for his act of heroism by assisting the students involved in the tragic car accident on July 23, 3022.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Set the date of Thursday, September 1, 2022.

G. HELD ITEM  
Johnson  
(July 26, 2022)

ITEM - gb 2-203  
S.C. MEETING - 8-18-22

ITEM:

Request that the Superintendent update the School Committee on the MOU with Worcester Police Department for School Liaison Officers and provide updates at subsequent School Committee meetings to include plans for a working MOU.

PRIOR ACTION:

7-21-22 - Dr. Monárrez stated that in the beginning of August she will meet with the Acting City Manager, Police Department and district leadership to discuss the Memorandum of Understanding. Legal Counsel is drafting language for the MOU which will be discussed. She would like to provide the draft MOU to the Safety Task Force before presenting it to School Committee for its approval. The MOU will be monitored by the Safety Task Force and changes will be recommended for the first quarter. The goal is to ensure that students and staff are safe and the partnership with the City police is clear.

Vice-Chair Johnson stated that the School Committee does not approve the MOU but it would like to make certain that it aligns with policies. He also stated that once the MOU is in place, the committee would like to see what is or is not working in the schools.

Member Mailman stated that the MOU should align with State policy and guidelines.

On a roll call of 5-2 (absent Mayor Petty and Ms. McCullough), the item was held for the School Committee Meeting on August 18, 2022.

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Provide update.

H. REPORT OF THE SUPERINTENDENT  
Administration  
(August 3, 2022)

ITEM - ROS 2-10  
S.C. MEETING - 8-18-22

ITEM:

SUMMARY OF 2022 SUMMER LEARNING PROGRAMS

PRIOR ACTION:

BACKUP: Annex A (11 pages) contains a copy of the PowerPoint presentation.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.



**Worcester Public Schools**  
*Summer Programs 2022*



# Objectives

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- Provide an overview of the 2022 summer school opportunities for our students
- Share successes and celebrations
- Reflect on challenges
- Communicate key learning and next steps



# Elementary Acceleration Programs

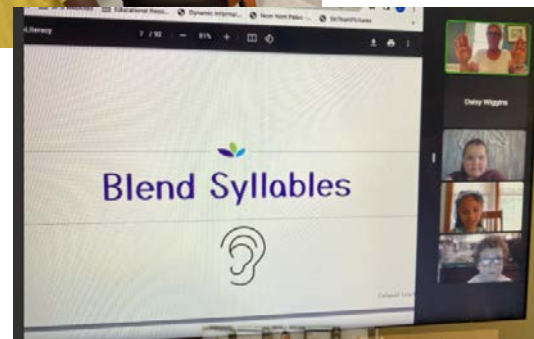
- Gains in social emotional learning and vocabulary development
- Tutoring, small groups, enrichment, language development
- ELL and SPED Teacher support
- Community collaborations
- 60 1 students attended
- Feedback: Students found lessons fun and engaging; reported they got the help they needed



# “Start Small to Go Big”

## Summer Camps: Robotics and Art Explorers

- Robotics: building and coding robots
- Music, theatre, and dance with field trips to Worcester Art Museum
- 15 high school interns
- 300 students attended



## Catapult Virtual Tutoring

- High-dosage tutoring with emphasis on learning mindset
- Focus on phonics and targeted skills
- 40-minute sessions three times per week
- 114 students attended





# Secondary Summer School

- Acceleration, enrichment, and high school credit recovery
- Programs were offered for all secondary school sites
- 465 high school students and 201 middle school students
- Special Education and English learner support was provided
- Three-week program from June 27 to July 14



# Generation TEACH @North HS

- Led by diverse group of young teaching fellows (current undergraduates and rising high school seniors) mentored by WPS teachers
- Hands-on learning in math, reading, law, and engineering
- Enrichment classes for sports, art, and games with daily community meetings and events
- 150 rising 6th, 7th and 8th grade students





# Early College Summer Academy

- Nearly 250 rising 9th grade students explored college and career opportunities on the campus of Worcester State University
- Workshops led by faculty from WPS, QCC, WSU and partner organizations
- Two one-week sessions for students from across the district
- Claremont students engaged in a two-week session that included an overnight stay in a WSU residence hall



# Multilingual Accelerated Summer Academies (MASA)

- College & career readiness, ESL, and mathematics
- 120 students attended the program districtwide
- All days on site at either QCC or Forest Grove Middle
- Weekly instructional collaboration with college professors
- Field Trips to Worcester Art Museum and Tower Hill





# Extended School Year

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Special education extended school year (ESY) services were also provided to eligible students as determined by each student's IEP Team.

## Locations

- North High: All secondary programming (COAST, STEP and Life Skills)
- Roosevelt: Elementary life skills and itinerant services
- Nelson Place: elementary STEP, ACT, SAIL and itinerant services

## 20 22 ESY by the Numbers:

- 427 students attended ESY
- 56 Teachers and Service Providers
- 83 Instructional Assistants
- Staff also conducted 77 preschool Arena evaluations and team meetings

# Key Learnings and Next Steps

- Budget for sustainability
- Deepen partnerships with community-based organizations
- Plan for earlier planning and recruitment-- consider Generation TEACH as a model
- Explore intentional connections to work-based and service learning
- Expand summer camp opportunities in sports, arts, robotics and STEM





**WORCESTER**  
PUBLIC SCHOOLS

ITEM:

To approve the following prior fiscal year payments:

- \$1,163 to Claremont Academy for Collaborative Problem Solving
- \$2,117.85 to Stadium System, Inc.
- \$160 to AA Transportation
- \$227.81 to a WPS employee for mileage reimbursement
- \$693.43 to a WPS employee
- \$529.20 to Capstone
- \$120 to a WPS employee for RN License renewal
- \$2,582.75 to Clean Harbors
- \$3,220 to Gatehouse Media
- \$507.45 to Hank's Marine
- \$3,753.07 to Hartman Publishing
- \$281.20 to a WPS employee for mileage reimbursement
- \$180 to a WPS employee for RN License Renewal
- \$179.53 to Motion Industries
- \$318.78 to NAPA Auto Parts
- \$19.30 to a WPS employee for June 2022 mileage reimbursement
- \$50.31 to a WPS employee for May 2022 mileage reimbursement
- \$28.08 to a WPS employee for April 2022 mileage reimbursement
- \$226,537.50 to Ride Rite for SPED transportation services
- \$53.47 to a WPS employee for May 2022 mileage reimbursement
- \$131.04 to a WPS employee for June 2022 mileage reimbursement
- \$1,925 to Sutton Public Schools
- \$383.45 to Unifirst
- \$46,930 to College Board
- \$318.60 to parents for transportation reimbursement
- \$1,600 to AA Transportation
- \$13,748.16 to City of Boston-Horace Mann School for the Deaf
- \$9,670.20 to Evergreen Center Inc.
- \$6,132 to North Shore Education Consortium
- \$16,420 to Southern Worcester County Educational Collaborative-Project Grow
- \$51,570 to Springfield Public Day Elementary School
- \$6,378.28 to Valley Collaborative

PRIOR ACTION:

BACKUP:

Annex A (1 page) contains a copy of the backup for the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

1. Claremont Academy teacher timesheets were just received
2. Stadium System, Inc. – PO was increased to pay the balance of two remaining invoices
3. AA Transportation - Invoice just received for Christmas show transportation for Vernon Hill School
4. Employee reimbursement received for months of October and November 2021 and June 2022
5. Employee reimbursement request for March 2022 just submitted to AP
6. Capstone - PO opened May 2022 with incorrect vendor number. New PO needs to be issued.
7. License renewal reimbursement request submitted late June
8. Clean Harbors - invoice from April 2021 submitted for payment in late June 2022
9. Gatehouse Media - PO opened June 2022 with incorrect vendor number. New PO needs to be issued.
10. Hank's Marine - final invoice submitted after PO was closed
11. Hartman Publishing - PO closed in error
12. Employee reimbursement request for August 2021-June 2022 received in late June.
13. RN License Renewal reimbursement request submitted late June
14. Motion Industries - final invoice submitted for \$179.53 higher than original PO
15. NAPA Auto Parts - final invoice submitted for \$318.78 higher than original PO
16. Employee reimbursement request just submitted to AP
17. Employee reimbursement request just submitted to AP
18. Employee reimbursement request just submitted to AP
19. Ride Rite for SPED transportation services May & June invoices
20. Employee reimbursement request just submitted to AP
21. Employee reimbursement request just submitted to AP
22. Sutton Public Schools - invoice received after closing PO
23. Unifirst - final invoice received for \$383.45 higher than original PO
24. College Board - invoice just submitted
25. Parent transportation invoice just submitted
26. AA Transportation - -invoice just submitted
27. The following updated invoices were not received in time due to end of year placement changes and/or LEA clarifications, in order to ensure student free and appropriate education:
  - City of Boston-Horace Mann School for the Deaf
  - Evergreen Center, Inc.
  - Northshore Education Consortium
  - Southern Worcester County Educational Collaborative-Project Grow
  - Springfield Public Day Elementary School
  - Valley Collaborative

N. APPROVAL OF GRANTS  
Administration  
(August 9, 2022)

ITEM - gb #2-217  
S.C. MEETING - 8-18-22

ITEM:

To accept the Career Technical Initiative Grant administered by Commonwealth Corporation on behalf of the Workforce Skills Cabinet in the amount of \$270,000.

PRIOR ACTION:

BACKUP: The purpose of the grant is to address the persistent demand in construction/trades and manufacturing, transform vocational high schools into Career Technical Institutes running three shifts per day, and provide training and placement to prepare un/underemployed individuals for Carpentry and Diesel Technician positions.

Annex A (3 pages) contains a copy of the grant report.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

## Grant Acceptance Form

**Name of Grant:** Career Technical Initiative Grant

**Type of Funder:** This grant initiative is administered by Commonwealth Corporation on behalf of the Workforce Skills Cabinet.

**Awarded Amount:** \$270,000

**Grant Funding Period:** Upon Award to February 29, 2024

**Project title:** Night Life Career Technical Initiative (CTI) Grant

**Program coordinator:** Tim Sippel, Manager of Instruction & School Leadership, Secondary  
Ruth Seward, Director of Evening Programs

**Purpose:** Grants support Massachusetts High Schools with designated aligned Chapter 74 vocational programs to implement adult training programs through the Career Technical Institutes in partnership with MassHire Career Centers and Workforces Boards.

**Description of the program:** To address the persistent demand in construction/trades and manufacturing, transform vocational high schools into Career Technical Institutes running three shifts per day, and provide training and placement to prepare un/underemployed individuals for Carpentry and Diesel Technician positions.

**Program location:** Worcester Technical High School

**Outcomes and Measures:** CTI funds will be utilized to develop programs for Night Life in both manufacturing and diesel tech with a focus on attaining industry required certifications for entry-level jobs.



THE COMMONWEALTH OF MASSACHUSETTS  
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT

CHARLES D. BAKER  
GOVERNOR  
KARYN E. POLITO  
LIEUTENANT GOVERNOR

ROSALIN ACOSTA  
SECRETARY

July 13, 2022

The Honorable Eric Batista  
455 Main Street  
Worcester, MA 01608

Dear City Manager Batista,

The Executive Office of Labor and Workforce Development has awarded Worcester Public Schools a **Career Technical Initiative grant** in the amount of **\$270,000.00**. Thanks to the support of the Legislature, \$15.3M was allocated to the Career Technical Initiative in the FY'22 State Budget to address the persistent demand in **construction/trades and manufacturing** sectors and to transform vocational high schools into Career Technical Institutes, providing funding to deliver adult training, credentialing, and placement services in partnership with MassHire Career Centers and Workforce Boards.

Worcester Public Schools will be using these grant funds to provide training and placement to prepare un/underemployed individuals for Carpentry and Diesel Technician positions. Grant employer partners include A. Duie Pyle; Tefft Bazin; Advantage Truck Group, and The Carpenters Union - North Atlantic States Carpenter Training.

To learn more about the Career Technical Initiative, please contact Taylor Magnussen, EOLWD Director of Legislative Affairs and Policy ([taylor.magnussen@mass.gov](mailto:taylor.magnussen@mass.gov)).

Sincerely,

Rosalin Acosta  
Secretary, Executive Office of  
Labor and Workforce  
Development

James Peyser  
Secretary, Executive Office of  
Education

Mike Kennealy  
Secretary, Executive Office of  
Housing and Economic  
Development



**Career Technical Initiative Rnd 6 Implementation and Start-up Funds**  
Summary Budget Form

<b>Name of Lead Applicant:</b>	<b>Worcester Public Schools Night Life</b>
<b>Implementation Budget</b>	
<b>Description</b>	<b>Total Budget Request</b>
<b>Salary &amp; Fringe</b>	\$ 84,605.00
<b>Other Program Costs</b>	\$ 72,305.00
<b>Support Services</b>	\$ 33,300.00
<b>Contracted Services</b>	\$ 74,390.00
<b>Indirect Costs</b>	\$ 5,400.00
<b>Total Implementation Budget Amount</b>	\$ 270,000.00
<b>Cost Analysis</b>	
<b>Overall Cost Per Participant Served (Enrollment)</b>	5,966.79

N. APPROVAL OF GRANTS  
Administration  
(August 9, 2022)

ITEM - gb #2-218  
S.C. MEETING - 8-18-22

ITEM:

To accept the Early College Full School and Expansion Year 2; Fund Code 175 Grant from the Massachusetts Department of Elementary and Secondary Education Continuation administered by the Office of Early College in the amount of \$500,000.

PRIOR ACTION:

BACKUP: The goal of the pathway design is to assure that Claremont students have a clear and detailed student academic pathway from secondary to postsecondary education with regard to coursework, sequencing, and experiences beyond the classroom.

Annex A (35 pages) contains a copy of the grant report.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

## Grant Acceptance Form

**Name of Grant:** Early College Full School and Expansion Year 2; Fund Code 175

**Type of Funder:** Massachusetts Department of Elementary and Secondary Education Continuation Grant administered by the Office of Early College

**Awarded Amount:** \$500,000

**Grant Funding Period:** Upon Award to August 31, 2023

**Project title:** Early College Full School and Expansion Program

**Program coordinator:** Timothy Sippel

**Purpose:** The goal of the pathway design is to assure that Claremont students have a clear and detailed student academic pathway from secondary to postsecondary education with regard to coursework, sequencing, and experiences beyond the classroom.

**Description of the program:** Claremont Academy, Qunisigamond Community College, and Worcester State University have met in partnership throughout spring 2022, with five working teams operating at this time: Steering Committee, Systems Change Committee, FYE Curriculum Advisory Committee, Summer Bridge Committee, and the Parent Engagement Committee. These teams are tasked with goal of identifying a clear and detailed student academic pathway from secondary to postsecondary education with regard to coursework, sequencing, and experiences beyond the classroom.

**Program location:** Claremont Academy

**Outcomes and Measures:** Attached is the full Planning Grant Report and 2022-2023 Plan that includes specific outcomes for students.


**MASSACHUSETTS DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION  
STANDARD CONTRACT FORM AND APPLICATION FOR PROGRAM GRANTS**

**PART I – GENERAL**

<b>A. APPLICANT:</b> Worcester Public Schools	<b>District Code:</b>	0	3	4	8
<b>ADDRESS:</b> 20 Irving Street, Worcester MA 01609					
<b>TELEPHONE:</b> ( 508 ) 799-3115					

<b>B. APPLICATION FOR PROGRAM FUNDING</b>				
<b>FUND CODE</b>	<b>PROGRAM NAME</b>	<b>PROJECT DURATION</b>		<b>AMOUNT REQUESTED</b>
		<b>FROM</b>	<b>TO</b>	
<b>FY2023</b>	<b>FEDERAL – TYPE OF GRANT administered by the Early College</b>			
FC 175	Early College Full School and Expansion Year 2 grant	Upon Approval	8.31.23	\$500,000

C. I CERTIFY THAT THE INFORMATION CONTAINED IN THIS APPLICATION IS CORRECT AND COMPLETE; THAT THE APPLICANT AGENCY HAS AUTHORIZED ME, AS ITS REPRESENTATIVE, TO FILE THIS APPLICATION; AND THAT I UNDERSTAND THAT FOR ANY FUNDS RECEIVED THROUGH THIS APPLICATION THE AGENCY AGREES TO COMPLY WITH ALL APPLICABLE STATE AND FEDERAL GRANT REQUIREMENTS COVERING BOTH THE PROGRAMMATIC AND FISCAL ADMINISTRATION OF GRANT FUNDS.

<b>AUTHORIZED SIGNATORY:</b> 	<b>TITLE:</b> Superintendent
<b>TYPED NAME:</b> Dr. Rachel Monarez	<b>DATE:</b> 07/15/22

Applicant Agency: Worcester Public Schools

Applicant Number: 348

Fiscal Year: 2023

Fund Code: 175

Program Name: Early College Full School Model

Budget Line Item Category					Amount	
<b>1 ADMINISTRATOR SALARIES:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
	# of staff	FTE	MTRS			
					\$0	
<b>SUB-TOTAL</b>					<b>\$0</b>	
<b>2 INSTRUCTIONAL/PROF STAFF SALARIES:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
	# of staff	FTE	MTRS			
Instructional Coaches	1	1.00	X	\$95,000	Early College Coordinator	
Guidance/School Adjustment Counselors/Social V	1	1.00	X	\$85,000	EC Pathway Advisor	
				\$0		
				\$0		
				\$0		
				\$0		
<b>SUB-TOTAL</b>					<b>\$180,000</b>	
<b>3 SUPPORT STAFF SALARIES:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
	# of staff	FTE	MTRS			
				\$0		
				\$0		
				\$0		
<b>SUB-TOTAL</b>					<b>\$0</b>	
<b>4 STIPENDS:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
	# of Staff	Rate	Rate Type	MTRS		
Administrator	3	\$42	per hour		\$6,000	Administrator Stipends
Teacher Instructional/Professional Staff	50	\$37	per hour		\$57,050	Teacher Stipends
					\$0	
					\$0	
<b>SUB-TOTAL</b>					<b>\$63,050</b>	
<b>5 FRINGE BENEFITS:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
<b>5-a MTRS</b> (automatically calculates if MTRS box is checked)					\$16,200	
<b>5-b Other</b>					\$15,000	
Health Insurance					\$15,000	
Other Retirement Systems					\$0	
Federal Insurance Contributions (FICA)					\$0	
<b>SUB-TOTAL</b>					<b>\$31,200</b>	
<b>6 CONTRACTUAL SERVICES:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
		Rate	Rate Type			
Other (please describe)		\$100	per hour		\$50,000	Worcester State University
Other (please describe)		\$100	per hour		\$40,000	Quinsigamond Community College
Consultants/Prof Dev for Teachers & Support Sta		\$100	per hour		\$65,000	Instruction/Pedagogy Consultant
					\$0	
					\$0	
					\$0	
<b>SUB-TOTAL</b>					<b>\$155,000</b>	
<b>7 SUPPLIES AND MATERIALS:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
Textbooks/Related Software/Media/Materials					\$12,000	Textbooks for college classes
Other Instr Materials (non-testing assessment)					\$15,750	Other instructional materials
Testing and Assessment Materials					\$5,000	Assessment resources
					\$0	
<b>SUB-TOTAL</b>					<b>\$32,750</b>	
<b>8 TRAVEL:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
Grant Program Manager/Coordinator					\$4,000	Travel to EC site visits
Certified Classroom Teachers (group instruction)					\$16,000	Travel to EC site visits
Other (please describe)					\$0	Travel to EC site visits
					\$0	
<b>SUB-TOTAL</b>					<b>\$20,000</b>	
<b>9 OTHER COSTS:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
Student Transportation Services					\$10,000	School to college transportation
					\$0	
					\$0	
<b>SUB-TOTAL</b>					<b>\$8,000</b>	
<b>10 INDIRECT COSTS</b> (use indirect costs calculator)						<b>COMMENTS</b>
				enter rate %		
				2.00%	\$10,000	At agreed-upon rates
<b>11 EQUIPMENT:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
Items costing \$5,000+ per unit & having a useful life 1+ years					\$0	
					\$0	
<b>SUB-TOTAL</b>					<b>\$0</b>	
<b>TOTAL FUNDS REQUESTED</b>					<b>\$500,000</b>	

# Massachusetts Early College Full School Model

## Planning Grant Report and 2022-2023 Plan

This reporting template is intended to capture progress on your wall-to-wall Early College planning since your original Early College Full School Impact Planning Grant application was submitted. If you have existing documents that capture the information requested in any part of this form, indicate in that section the name of the document attached and include the document with your submission.

### School Information

#### High School Name and Mailing Address:

Claremont Academy, 15 Claremont Street Worcester, MA 01610

#### Institutions of Higher Education Name and Mailing Addresses:

Quinsigamond Community College, 670 W Boylston St, Worcester, MA 01606

Worcester State University, 486 Chandler St, Worcester, MA 01602

### Contact Information

	Name	Email	Phone
<b>High School Principal</b>	Angela Plant <i>Principal</i>	<a href="mailto:planta@worcesterschools.net">planta@worcesterschools.net</a>	508-799-3077
<b>Superintendent/CAO</b>	Dr. Rachel H. Monárrez <i>Superintendent</i>	<a href="mailto:monárrezr@worcesterschools.net">monárrezr@worcesterschools.net</a>	508-799-3115
<b>College/University President</b>	Barry Maloney <i>President</i> Worcester State University	<a href="mailto:bmaloney@worchester.edu">bmaloney@worchester.edu</a>	508-929-8020
	Dr. Luis Pedraja <i>President</i> Quinsigamond Community College	<a href="mailto:lpedraja@qcc.mass.edu">lpedraja@qcc.mass.edu</a>	508-854-4203
<b>College/University Coordinator/Point of Contact</b>	Dr. Ryan Forsythe <i>Vice President</i> Worcester State University	<a href="mailto:rforsythe@worchester.edu">rforsythe@worchester.edu</a>	508-929-8498

<b>Early College Coordinator/Point of Contact</b>	Dr. Timothy Sippel Manager, Secondary Schools	<a href="mailto:sippelt@worcesterschools.net">sippelt@worcesterschools.net</a>	508-365-4487
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### Early College Design Progress

*Please share highlights and updates for your Early College model design progress since you received this award. As applicable, please include information about key design elements such as the leadership team composition, pathway and course design, staff professional development, student preparation, student supports, and career exploration.*

The following are progress against Early College Indicators that were designed in the spring of 2022. Designing targeted and specific strategies for implementation according to the design principles. Where possible, indicators that have been met by the design teams are indicated.

Claremont Academy, QCC and WSU have met in partnership throughout spring 2022, with five working teams operating at this time: Steering Committee, Systems Change Committee, FYE Curriculum Advisory Committee, Summer Bridge Committee, and the Parent Engagement Committee. The Steering Committee is made up of district leadership, building leadership, teachers, WSU representatives, QCC representatives, community members, and instructional coaches. The [Steering Committee](#) is charged to provide direction, ensure delivery of research-based best practices for implementation of EC strategies, professional learning opportunities for EC, pathway selection and the achievement of EC outcomes that result in a “wall to wall” implementation of EC where students earn 30 or more college credits prior to exit of high school. School and college partner(s) through the Steering Committee have analyzed labor market information for the region and have worked with local business partners to determine the degrees and concentrations that, if attained, could boost the individual’s earning potential and provide overall economic growth for the region. MyCAP alignment from grade 7 - 12 assists students in pathway selection. School and college partner(s) have identified pathways that result in economic viability for each student upon graduation of high school.

The goal of the pathway design is to assure that Claremont students have a clear and detailed student academic pathway from secondary to postsecondary education with regard to coursework, sequencing, and experiences beyond the classroom. Prior to students choosing a pathway, in grades 7-9 Claremont will offer students substantive exposure to career opportunities through the MyCAP process, allowing students and their families to make informed decisions about which pathway to pursue. Within these pathways, students will be expected to complete college credits that are transferable and count toward an associate’s or bachelor’s degree. Claremont students will be exposed to the authentic experience and academic rigor of postsecondary education beginning with the implementation of the FYE 101 course for 10th grade students. Within the pathways, Claremont and their partners will prioritize allowing students to take at least one or more courses on college and university campuses where possible, with transportation provided during the school day. A running agenda and decision-making log for the Steering Committee can be found by [clicking here](#).

The [Systems Change Committee](#) is composed of the following membership teachers, instructional coaches, a parent, WSU representative, QCC representative, district leadership and building administrators. This committee is responsible for establishing systems analysis of current procedures and practices in relationship to the goals and aspirations for EC implementation. Committee members act as change leaders and facilitate broader consultation and discussion about critical systems issues and improvements such as bell schedule, vertical course progressions and alignment,

instructional strategies for acceleration of gap closing and students' acquisition of content and skills. This group prioritizes systems that have the largest impact on a student's ability to earn 30 college credits. To ensure that courses that will be offered at the school maximize the academic pathways, the design team examined QCC and WSU majors and transfer agreements for public colleges and universities.

The Systems Change Committee determined that the following coursework has the highest likelihood of transferability across pathways and will be implemented in the high school setting wherever possible from QCC:

1. First Year Experience (FYE)
2. Composition I
3. Critical Thinking/Problem Solving
4. Introduction to Business
5. Speech and Communication
6. Introduction to Psychology

There were two professional learning experiences for all teaching staff from Claremont Academy designed by the Systems Change Committee and delivered by ANet ([click here](#) for the materials utilized). The focus for the development were two EC research based strategies: rich task development for mathematics and writing to learn for all content areas. These are foundational strategies for students to begin to demonstrate capacity in both mathematics and writing and whose implementation will be monitored through instructional rounds during the 2022-23 school year. A running agenda for the Steering Committee and decision-making log can be found by [clicking here](#).

The FYE Curriculum Advisory Committee is composed of college advisors and FYE instructors from QCC and WSU, college counselor from Claremont Academy, guidance staff and potential instructors for piloting the FYE 101 class for 10th grade students in the 2022-23 school year. The design team examined the FYE 101 course for Claremont students. The revised curriculum was approved in late May and will be implemented with half of the 10th grade students beginning in the fall 2022 for 3 college credit hours. The other half of the 10th grade students will take the course in spring 2023. Instructors and staff from QCC will support the adjunct FYE 101 instructors at Claremont through pre-service training, in-service consultations, classroom observation and co-teaching visits throughout the year.

The Parent Outreach committee is composed of teachers, building and district leadership, parents, guidance counselors, school adjustment counselors, WSU representative, QCC representative, representatives from two cultural organizations, representatives from the neighborhood association. The focus for the work is to build awareness of EC concepts among the school's parents and caregivers, and to include parent voice in the planning and implementation of the EC model over time.

The [Summer Bridge Committee](#), composed of teachers, counselors, QCC and WSU representatives, parents, and building administration planned and recruited student participation in the summer experience program including one overnight stay at WSU for more than 60 students during the summer of 2022. The agenda and decision-making log for their work can be found by [clicking here](#). The 2022 program is designed to give students a rich understanding of the pathways available through the EC program with WSU and QCC as well as a way to transition student thinking to include college and support postsecondary success by providing students with the academic skills and social resources needed to succeed in a college environment. The design of the program is modeled after the research available from the What Works Clearinghouse and involves an in-depth orientation to college life and resources, understanding of academic advising, early exposure and training in skills necessary for college success (e.g., time management and study skills) and exposure to pathways available through the EC program at Claremont with WSU and QCC.



In the fall, two more teams will be added including a Vertical Progressions Design Team (focused on reading and mathematics preparation) and an Academic Advising/MTSS Design Team (focused on systems of wrap-around services and intervention). Vertical progressions, clearly articulated expectations for performance and a multi-faceted approach to readiness assessment needs to be developed.

### **Collaboration and Partnerships**

*Please share updates on how the college, high school, and district are strengthening collaboration to create the Early College. If applicable, share information about any other partnerships developed (e.g., community-based organizations, parent groups).*

Relationships among the leadership staff, administrative team, instructors and partners are strong and united in the vision and mission for implementation of EC strategies for the Claremont student population. Claremont Academy will build on the deep partnership that WPS has established with QCC and WSU through the implementation of the Early College Worcester program. The partners share a sense of commitment and value for the EC program overall. Partners utilize data and research based best practices for EC to establish clear performance indicators, measures and goals aligned with the key outcomes of enrollment and retention, course completion, graduation, MassCore completion, 30 hours of postsecondary credits for every student and opportunities for work-based learning within the pathway of choice. The vision, staff roles, and plans are defined regarding WSU and QCC, but there is a need to develop further and/or strengthen the partnership commitment for one or more community businesses and industry regarding work-based learning. Claremont, QCC and WSU faculty and staff have collaborated to design and implement an engaging and effective course sequence that is aligned with MassCore/Worcester Public Schools graduation requirements and students' emerging postsecondary career aspirations through available pathways with QCC and WSU.

Claremont has utilized existing partnerships with the Main South Community Development Corporation, the Boys and Girls Club, YMCA, African Community Education (ACE), Clark University, the Latino Education Institute, ENCOURAGING LATINOS TO ACHIEVE EXCELLENCE (ENLACE), Girls on the Run, Girls Promoting Safety (GPS), Dollars for Scholars, and additional organizations to create opportunities for parent engagement in EC. Claremont is establishing a new partnership with Bristol Myers Squibb to support the biotechnology pathway through which students would have the opportunity to intern with the company, and subsequently secure employment as they continue their education and training in the field after graduation. The pathway could look like achieving a certificate, that leads to an associate's degree and then to a bachelor's degree. The BMS partnership would help to establish this pathway and create the opportunities for degree advancement over time.

The Steering Committee believes that deep and rich partnerships are important for the growth and development of the EC program. Learning from peers who have implemented successful EC programming was a primary focus. A trip for the entire Steering Committee was developed from a partnership with three "wall to wall" EC programs in New York City so that design attributes and elements of successful implementation could be observed and assessed for possible implementation at Claremont. [Click here](#) to view the NYC visit document. The information gathered during this visit and the feedback from parents who attended has guided the development of our implementation planning.

Instructional staff from college and school have formed vertical alignment teams to better understand the learning progression necessary in reading and mathematics for success in college

coursework, but work remains to align core middle and high school curricula to assure students' readiness. In the fall, high school instructional staff will audit entry-level coursework to determine the expectations required for successful completion of college coursework and the transition strategies needed for success.

Instructors from the college and high school have analyzed data and expectations for improvement of both systems using EC best practices for college and career readiness. Design teams meet regularly to determine the framework for learning between school and college partner(s). Because vertical articulation work has not occurred, there is much work to be done to align academic and career systems to Early College best practices.

### **Program Operations**

*Describe the physical space and transportation plan for Early College programming and courses.*

Using a full school program model, all Claremont students will be guided through a structured sequence of college courses that will satisfy Mass Core/high school graduation requirements and allow them the opportunity to earn at least 30 college credits.

Program design and timely support from guidance counselors and college advisors will allow students to customize their coursework to align with their emerging postsecondary goals developed through the MyCAP program. Claremont Academy partners (QCC and WSU) have developed course selection according to the MassTransfer, Associate's Degree, and Technical Certificate pathways as a foundation to provide a foundation for the Claremont Academy course sequences that may also align with career technical certification options at QCC.

For the 7th, 8th and 9th grade core coursework, Claremont will take an aggressive approach to gap closing utilizing data through a refined MTSS approach to create intensive readiness indicator attainments for college access. Data will inform the interventions put in place and MyCAP will assist in the formulation of pathway experiences and advisory systems. College coursework will be made available to all students upon demonstration of readiness, willingness, and skill demonstration with ongoing consultation with our higher education partners. Criteria for placement in college coursework will not be an exclusionary process; rather we will use a range of indicators demonstrated by students through their MyCAP portfolio and other evidence of readiness.

In the 10th grade, students will take the FYE 101 (First Year Experience) course for QCC college credit at Claremont Academy. Students will complete high school coursework to fulfill MassCore requirements and are eligible to take the following QCC courses (hopefully on campus at Claremont) based upon demonstration of prerequisite knowledge and skills:

1. Composition I & II
2. Critical Thinking/Problem Solving
3. Intro to Business
4. Speech and Communication
5. Introduction to Psychology

As students develop their interests in exploring careers linked to college coursework through MyCAP and advisory, they may declare a tentative pathway selection. Based upon our work with local business and industry and assessment of student interest, the following pathways have been identified:

1. Technology/CS/Programming/ Web Development/ IT/ Networking/Cybersecurity/Logistics
2. Translation/Interpretation
3. Biotechnology
4. Health Services/Allied Health
5. Liberal Arts/Teaching (WSU)

6. Business/Hospitality/Management/Food Services/Culinary Arts
7. Trade Skills - Construction/HVAC/Automotive

All pathway options with QCC and WSU on their respective campuses are possible. The district will provide transportation to and from each partner college site. The table indicated in the section titled "Draft Chart of Proposed Coursework" indicates the draft of the current plan for coursework options by grade.

### **Community Engagement and Outreach**

*Share how your team has engaged students and families over the past 4 months in your planning process.*

We enlisted the support of the Latino Education Institute (LEI) at Worcester State University in developing our parent engagement plan. LEI has deep experience engaging parents and equipping them to become more active in the governance of their children's schools. In late April, we hosted a well-attended dinner and kickoff program for parents to learn about early college and the plans for a full school model. We also invited parents to engage in a series of workshops focused on understanding the value of post-secondary education, what students need to do to demonstrate college readiness, navigating the college admissions process, and other important topics. These workshops were offered as morning and evening sessions to accommodate the schedules of as many families as possible and attendance at the sessions was robust.

Two parents also joined the 15-member group from Claremont, WPS, QCC, and WSU that visited three EC programs in New York City in May. The parents' perspectives and input have been extremely valuable to the Steering Committee in its work. We look forward to including more parents in site visits, immersive workshops, and planning retreats in the year ahead.



## Diversity, Equity, and Inclusion

Please briefly describe current equity concerns for your Early College model and how your school/district plans to address them.

### % of Claremont graduates enrolled in postsecondary education

Student Population/ Graduation Year	2013	2014	2015	2016	2017	2018	2019
All Graduates	58.1	57.4	50.0	42.6	52.5	43.0	48.7
Hispanic/Latino	51.7	54.5	46.9	37.8	33.3	37.5	43.1
English Learner	46.2	50.0	46.9	41.9	30.8	31.7	39.5
High Needs	58.3	55.4	49.1	43.4	54.2	42.1	44.9

Source: DESE Edwin Analytics/National Student Clearinghouse, 2021

Claremont data over the last few years indicate that about 50% of our students enroll in college after high school with less than 50% of our Hispanic/Latino, English Learner or High Needs students participating. Demographically, Claremont students are underrepresented in college environments with a national Hispanic/Latino college population of just under 19% of all enrolled students in 2020 according to the Postsecondary National Policy Institute.

From an equity perspective, Claremont Academy will target strategies to impact postsecondary enrollment and success for Hispanic/Latino, English Learner and High Needs student populations. In the spring and summer of 2022, the Steering Committee reflected on research to inform the planning process at two Early College High Schools in Central California researched by [Kristen Ann Beal and ProQuest LLC](#). Findings related to Claremont implementation indicated that Early College High School programs embrace a robust core curriculum, serving to remediate academic skills while also preparing students for rigorous postsecondary coursework that is in alignment with the mission and vision of the partnership. Programmatic structures collaboratively respond to student needs while providing supported postsecondary experiences, encouraging improved self-efficacy, changed outcome expectations, and expanded personal goals. Multilayered teacher support for interventions in Early College High School programs are areas for consideration in the Claremont college-going cultures that include high expectations and trusted relationships. Early College High Schools support the building of families' capacity to foster increased levels of college knowledge and engagement. Because the findings show that Early College High School programs can offer Latino students a pathway for postsecondary access and improved levels of academic achievement and the structures and strategies for implementation are aligned to the DESE Design Principles, the Steering Committee has reinforced and in some cases created strategies for impact aligned to the research.

Claremont also investigated the impact of Early College on English Learners to establish strategies for amplifying impact for this population of students. Research by Johnson and Mercado-Garcia published online in the American Educational Resource Journal in February of 2022, shows that Early College high schools have a significant impact on high school and college outcomes for students from low income and racial/ethnic minority backgrounds, but how similar opportunities extend to English learners (ELs) remains unknown. Claremont examined a program that offers Early College opportunities in high schools serving large EL populations in California and found that the schools studied find large, significant effects on college credits earned in 12th grade but no effect on immediate college attendance after high school. The schools implemented EC strategies with fidelity, but did not have specific strategies for ELL students. Additional research will be sought by the



Steering Committee in the Fall to establish implementation strategies that will make a difference for this subgroup.

In [The Costs and Benefits of Early College High Schools](#) (AIR, December, 2019) Atchison, Zeiser, Mohammed and Levin indicated that the strategies for intervention and gap closing characteristic of EC implementation have a positive effect on students with disabilities resulting in advancement of college credit earned. The Steering Committee found that strategies for individualized advising, support for development of effective scaffolding strategies for each student, intentional programming that fosters student success by reducing barriers and career readiness strategies linked to college pathways were viable to the EC implementation at Claremont.

Through the planning and investigation, Claremont will implement strategies specifically focused toward equitable access for these special populations. The preparation strategies will begin in the middle level program to assure mastery of foundational content knowledge, will assure that communication strategies include special considerations for the families of these students, will demonstrate an inclusive mission with personalized learning approaches resulting in success for these subgroups and will partner and collaborate with WSU and QCC to assure the wrap around services and interventions lead to successful completion of college coursework.

### **Project Staffing**

*Provide information about any new hires or staff that are assuming extra responsibilities for this project, including a brief description of their roles and responsibilities.*

#### **Early College Coordinator (Focused Instructional Coach) - 1.0 FTE**

This role will be charged with leading the facilitation of the ongoing design process in partnership with the principal and Steering Committee. The coordinator will be the school's primary liaison with WPS administration and college staff members engaged in the planning process. This role will also take the lead in coordinating professional development, parent and community engagement, and the monitoring of implementation progress over the course of the 2022-23 and 2023-24 school years.

#### **Early College Pathway Advisor (Teacher or Guidance Counselor) - 1.0 FTE**

This position will be a student-facing role responsible for monitoring students' pathway exploration, guiding college course selection, ensuring students avail themselves of supportive resources at both high school and partner colleges. The advisor will collaborate closely with counseling staff at Claremont in addition to counseling and support staff at QCC and WSU. The position will use a schedule with modified hours to allow the advisor to engage with students during the afternoons and evenings when they attend their courses on the college campuses.

#### **Teacher and Counselor Stipends (supplemental hourly rate)**

Stipends will compensate licensed educators for a diverse range of activities, including:

- Participating in professional learning sessions outside of regular work hours
- Auditing courses at partner colleges to better appreciate the expectations their students must meet
- Engaging on working teams outside of regular working hours to continue the planning and design work for the program
- Supporting students through intensive tutoring outside of regular work hours

### Challenges or Barriers

Share any challenges your team encountered in executing your planning grant. This may include, but is not limited to, changes to partnerships or key personnel, school culture, community concerns, restrictions or barriers to spending grant funds, or funding gaps.

Claremont's biggest challenges (and the challenge of most schools) are the implementation of whole school design changes to an existing school program and the foundational instructional program for students. Selecting and managing core elements of the design in a planning process is significantly different in difficulty compared to the day-to-day implementation. The anticipation of the changes are difficult for all community members and require clear strong and positive support to implement with fidelity. Claremont's approach requires that the primary goal of the work is not adopting whole scale designs of how another school or district has implemented EC, but to diagnose current practices, increase school capacity to understand and implement needed changes and then transforming the systems infrastructure to support the changes. In this way, the Steering Committee suggests that this implementation practice is also an improvement practice of systems and the outcomes that can be attained in an EC environment - hence the name of the Systems Change Committee.

The early implementation strategy (2022-23) at Claremont for lasting implementation of EC practices is founded in the improvement and capacity building of teachers' knowledge skills and dispositions for gap closing and acceleration of content acquisition, understanding of intervention systems that can personalize the experience of students within the EC, professional and collegial community of practice strategies, program fidelity to research based best practice implementation, augmentation of technical resources for student success and an expansion of leadership roles and responsibilities for collective impact. By improving capacity of instructional staff in the high school coursework, Claremont will create new traditions of practice aligned with EC design principles, improve expectations and standards mastery for students, innovate for engagement of learners through pathway-focused exploration and create a shared knowledge base for use across the learning community (teachers and students).

### Designation Status

Select the status of your program's designation.

Currently Designated

Completing Part A of Designation process (for 2023-2024 implementation) – due August 2022

Other:

Regardless of designation status, please explain any areas of the designation criteria or guiding principles that are challenging your school to implement and why.

The benefit of being a small school may also be a challenge for the programming that we seek to establish and sustain. Staffing in order to make the wall-to-wall Early College model sustainable will be an area that may need additional support.

Our status as an Innovation School subjects our postings to be reviewed much later in the hiring season than other schools and thus our thorough hiring process often runs up to and after the end of a school year limiting the applicant pool due to the late notice of our positions and or job postings.

## Implementation Plans

### Program Projections

Select the grade levels included in your Early College program.

7    8    9    10    11    12    Other:

Complete the following chart of proposed scale over the next five years. Note: The number should reflect the total number of unique students who have participated by the end of the school year.

		FY23	FY24	FY25	FY26	FY27
<b>Total number of Students in Early College</b>	<b>Grade 7</b>	<b>86</b>	<b>90</b>	<b>90</b>	<b>90</b>	<b>90</b>
	<b>Grade 8</b>	<b>91</b>	<b>86</b>	<b>90</b>	<b>90</b>	<b>90</b>
	<b>Grade 9</b>	<b>60</b>	<b>75</b>	<b>70</b>	<b>90</b>	<b>90</b>
	<b>Grade 10</b>	<b>95</b>	<b>65</b>	<b>80</b>	<b>70</b>	<b>90</b>
	<b>Grade 11</b>	<b>10</b>	<b>95</b>	<b>70</b>	<b>85</b>	<b>70</b>
	<b>Grade 12</b>	<b>7</b>	<b>15</b>	<b>95</b>	<b>75</b>	<b>85</b>
<b>Anticipated number of students participating in credit bearing coursework</b>	<b>Grade 9</b>	<b>0</b>	<b>0</b>			
	<b>Grade 10</b>	<b>95 (including FYE pilot)</b>	<b>65 (including FYE)</b>			
	<b>Grade 11</b>	<b>8</b>	<b>35</b>			
	<b>Grade 12</b>	<b>7</b>	<b>12</b>			

Please provide a rationale for the projected enrollment numbers above (i.e., why you are expecting this level of participation and rate of growth).

- The school has consistently enrolled approximately 90 students per grade level in the 7th grade.
- Attrition does typically occur between 8th and 9th grades as some students transfer to attend Worcester Technical High School or a CVTE program at another district school. These numbers increased this year with the implementation of a more equitable admissions process for our CVTE programs which is reflected in the smaller number of students in the 10th grade FYE course in FY24.
- Enrollment in grades 9-12 typically increases as students move into the neighborhood and students who move out frequently request special permission to continue studying at the school.

- We anticipate that with the implementation of the Early College Full School that more students may elect to remain at Claremont as the reputation of the school improves and opportunities expand.
- Although the re-alignment of coursework and the development of acceleration practices in the 7th through 9th grade is underway, it will not yet be reflected in the preparation of 11th and 12th grade students in FY23 and FY24. Of the students in the FYE course in FY23, we anticipate that at least a third of them will be ready for additional coursework in FY24.
- 9th grade students may take credit-bearing college coursework in FY24 and beyond pending determinations made by the Steering Committee in 2022-23.



**Draft of proposed coursework over the next five years**

	7th Grade	8th Grade	9th Grade	10th Grade	11th Grade	12th Grade
<b>EARLY COLLEGE</b>	<p>Focus on gap closing and acceleration of knowledge and skills in Math and ELA so that students are ready for college coursework</p> <p>Exposure to pathways through summer experience and pathway focused problem based learning</p>		<p>Introduction of college coursework and expectations - first early college coursework</p> <p>QCC Art 131 QCC Spanish 111 QCC ASL 101</p> <p>MyCap career exploration and gateway experience Gateway Focus: Common Habits and student ability to take first college course</p>	<p>QCC FYE 101 First year experience course QCC/WSU Spanish QCC ASL 101, 102</p> <p>MyCAP career exploration and gateway experience Gateway Focus: Common Habits and student ability to take more than one college course each semester</p>	<p>QCC Composition I and Composition II QCC/WSU Psychology QCC/WSU Pathway-specific Coursework</p>	<p>QCC Critical Thinking 101 QCC/WSU Psychology QCC/WSU Intro to Business QCC/WSU Speech Communications Skills QCC/WSU Pathway-specific Coursework QCC Latin American Studies WSU Spanish Theater</p>
<b>Business Pathway for Students Who Need Coursework Offered in Spanish</b>					<p>QCC CIS 111 Introduction to Microcomputer Applications QCC/WSU ACC 101 Financial Accounting I QCC/WSU MGT 101 Introduction to Business</p>	<p>QCC BSL 101 Business Law QCC/WSU FIN 111 Financial Planning QCC/WSU MRK 201 Principles of Marketing QCC/WSU ECO 215 Principles of Macroeconomics</p>

	7th Grade	8th Grade	9th Grade	10th Grade	11th Grade	12th Grade
<b>ELA</b>	7th grade course with acceleration capacity to ELA 8 during the year	8th grade course with acceleration capacity to ELA 9 during the year	ELA 9 and/or ELA 10	ELA 10 and/or ELA 11 or QCC English 101	ELA 11 or QCC English 101 and QCC English 102	ELA 12 or QCC English 101 and QCC English 102 or QCC English course of choice
<b>MATH</b>	Pre-Algebra	Algebra I or 8th grade math	Algebra I and/or Geometry	Geometry and/or Algebra II	QCC Math 124 or Precalculus or Algebra II	Algebra II, Precalculus, or QCC Math 148 or higher
<b>SCIENCE</b>	7th Grade Science	8th Grade Science	Biology	Physics	Chemistry	QCC Biology 101 or pathway specific college science
<b>SOCIAL STUDIES</b>	7th grade social studies	8th grade social studies - Civics	World History	United States History	Government	QCC/WSU Psychology 101 or QCC Latin American Studies 138
<b>ELECTIVES</b>	Art PE I Music	PE II Health Music	Music QCC Art 101 QCC Spanish 101 QCC ASL 101	Music QCC Spanish 101, 102 QCC ASL 101, 102	QCC Pathway specific electives	QCC/WSU Pathway specific electives

### FY23 Program Status

Please indicate if your program plans to serve students as a Designated program or pilot program in FY23.

Designated program

Pilot program

### FY23 Goals, Benchmarks, and Data Collection

Please share your goals for the 2022-2023 school year, including benchmarks and how you intend to measure your progress. At least one of your goals must be an equity goal in alignment with the equity plan addressed in the previous section.

<b>Semester 1</b>	
<b>Goal 1:</b>	
During the 2022-23 school year, Claremont Academy will implement strategies for acceleration of gap closing and content acquisition for all (approximately 90) 7th grade students and all (approximately 91) 8th grade students resulting in 70% of students experiencing growth in ELA and Mathematics as measured through STAR. Interventions will be implemented primarily in literacy and numeracy classes, with a combination of whole-group instruction addressing collective gaps and personalized work through computer-based platforms such as ALEKS for math and Lexia PowerUp for English. Interventions will also be incorporated into ESL classrooms as appropriate.	
<b>Measurement Plan:</b>	We will measure success per grade level by benchmarking student performance and again mid-year looking at the percentage making growth and the percentage on grade-level. MTSS systems will assist in individual teacher ability to impact student performance in gap closing and acceleration. <a href="#">Acceleration for MS Math</a> (lunch bunch 2x/week), StudySync for Literacy?, Aleks, LexiaPowerUp
<b>Data Source(s):</b>	MCAS, STAR, Teacher Recommendation, Pre/Post Assessment, StudySync data, ELlevation/Access data
<b>Timeline of Activities</b>	June 2022- Cohort of MS Gr 7 students identified for Algebra 1 in replace of Math 8. Fall 2022- Gr 7 Pre-Algebra scope/sequence, Gr 8 Algebra cohort, Use of portfolios, Yearlong- Use PLCs and Department meetings for Professional practices (teacher rounds, lesson swaps, LASW, Data Dives) Yearlong-Coaching support/PLCs for Numeracy/Literacy/ESL staff to closely monitor student progress in intervention plans.
<b>Goal 2:</b>	
In the first semester, we will pilot the QCC First Year Experience course for half of the 10th grade students utilizing the course planned in the spring of 2022.	
<b>Measurement Plan:</b>	Student success will be measured by students' having obtained three college credits for the FYE 101 course.
<b>Data Source(s):</b>	Pre/Post Assessment, Course Evaluation, Observations
<b>Timeline of Activities</b>	August- Orientation & Pre-assessment Midterm and final December/January- Post Assessment & Course Evaluation

<b>Goal 3:</b> We will facilitate a 2-week bridge program in the summer of 2022 that is focused on accelerating college readiness in our rising 8th and 9th grade students and their families. We will then utilize a detailed student feedback survey from students as well as staff to formulate a proposal for a 4-week residential program to be held in the summer of 2023. This proposal will be completed by December 15, 2022 so that we can begin recruitment with families in mid-second semester and meet with community partners to plan.	
<b>Measurement Plan:</b>	We will measure success through reporting successes and areas of improvement from the summer 2022 program, establishing a proposal for the number of participants, Journal/Advisory, Experience/Exposure of Pathway Availability, Showcase Feedback
<b>Data Source(s):</b>	Daily Exit Slips, Observations, Showcase Data
<b>Timeline of Activities</b>	9 days- <i>Characteristics Building, Team-building, Campus overnight-family engagement opportunity.</i>
<b>Goal 4:</b> At least 15 current 11th and 12th grade students at Claremont will enroll in and successfully complete a credit-bearing college class through QCC, Worcester State, or Clark University (recruitment for additional students should result in an expanded number of enrolled students). A system of supports will be organized to assist these students in completing these courses successfully.	
<b>Measurement Plan:</b>	Weekly Check-ins with EC Guidance, Student Performance in course
<b>Data Source(s):</b>	Student Participant list/student transcripts for credits
<b>Timeline of Activities</b>	<i>Summer 2022: Recruit more 11/12th graders to enroll, Get course information and schedule Fall 2022: Check-ins/Reflections December 2022: Course Evaluations</i>
<b>Goal 5:</b> Claremont Steering Committee will develop a comprehensive professional development plan that targets the skills and strategies needed to implement early college instruction. Professional learning targets will include understanding of gap closing and acceleration strategies that can produce additional growth.	
<b>Measurement Plan:</b>	<i>Weekly collaborative PLC department lesson planning, collaborative coaching sessions by coaches, peers and consultants</i>
<b>Data Source(s):</b>	<i>PLC agendas, PD opportunities with reflections</i>

<b>Timeline of Activities</b>	<p>Summer: Establish agreement for Claremont teachers to audit courses at QCC and WSU in the 22-23 school year.</p> <p>Summer (August 15): Articulate school-wide Professional Development plan in summer prior to the beginning of school (Instructional Leadership Team). Meet with technical assistance provider to determine appropriate scope of coaching and professional learning support for the school year</p> <p>Summer: New teacher orientation, Building based</p> <p>Fall: Extend invitation to Claremont teachers to audit courses (compensated at their hourly supplemental rate). Staff will audit courses to gain perspective and understanding of expectations to support student learning.</p> <p>Fall/Winter: EC guided site visits.</p> <p>Fall 2022: To continue this collaboration and professional development during the 2023 implementation year and beyond, time will be built into the Early College design to enable staff to meet in strategically designed groups, looking-at-student-work and other professional protocols designed to enhance standards-based instruction and improve vertical alignment, with particular attention to the progression students will follow in the Early College Pathways.</p> <p>Spring 2023: Exploration of credential opportunities for Claremont staff to become adjunct professors at partner colleges.</p>
<p><b>Goal 6:</b> All students at Claremont will create and curate an electronic, web-based portfolio that contains evidence of their progress in attaining six college-ready skills, referred to as the <a href="#">Claremont Characteristics</a> for College and Career Readiness. This portfolio will also include individual results from a biannual student self-evaluation, as well as a page devoted toward mapping out and tracking progress on their chosen college and career pathway.</p>	
<b>Measurement Plan:</b>	<a href="#">Claremont Characteristics</a> using rubrics
<b>Data Source(s):</b>	Student Self-Evaluation, Teacher Observation, MyCAP Portfolio Collection
<b>Timeline of Activities</b>	<i>September-May: Student Portfolio</i> <i>November: Thanksgiving break</i> <i>May/June: Prior to finals week</i>
<p><b>Goal 7:</b> Establish a system of engagement for the redesign of Site Council/ Advisory board to include additional partners that can support pathway development and placement of students in work-based learning experiences aligned to their pathway selections for Early College.</p>	
<b>Measurement Plan:</b>	Parent co-training using engagement curriculum; Meeting Agendas; Attendance
<b>Data Source(s):</b>	Parent attendance, feedback forms
<b>Goal 8:</b>	Parent Engagement - Continued support from LEI to review and adapt engagement curriculum for Early College parent workshops. General caregiver information and guidance for academic and social emotional success with other community partners (i.e. Boys & Girls Club)
<b>Measurement Plan:</b>	<i>Parent Engagement Curriculum Benchmarks</i> ; Parent co-training of engagement curriculum; Meeting Agendas; Attendance

<b>Data Source(s):</b>	Monthly Site Council/Advisory meetings September - June
<b>Timeline of Activities</b>	Monthly Newsletter; Caregiver's Technology Support; Community Evening Events, College Process (Sept/Oct); FAFSA night(Dec), SITE Council meetings(monthly)
<b>Semester 2</b>	
<b>Goal 1:</b>	Review benchmarks for cohorted students regarding acceleration and gap closing. Analyze progress for student growth and articulate strategies to assist student success toward on or above grade level performance for middle level students in math and ELA. Target: 75% 7th and 8th grade students are at or above grade level in reading and math by the end of the school year, all students demonstrate growth toward on grade level performances.
<b>Measurement Plan:</b>	STAR Benchmarking in reading and math three times in 2022-23
<b>Data Source(s):</b>	<a href="#">Acceleration for Middle School Math</a> , LexiaPower Up, Aleks, STAR reports, <a href="#">MTSS Webinar Series</a>
<b>Timeline of Activities</b>	PLC Data Dives and curriculum revisions for literacy/numeracy scope & sequence
<b>Goal 2:</b>	Pilot QCC First Year Experience course (FYE 101) for remaining two cohorts of 10th grade students.
<b>Measurement Plan:</b>	Syllabus, # of students, Performance in Course
<b>Data Source(s):</b>	Pre/Post Assessment, Course Evaluation, Observation
<b>Timeline of Activities</b>	Common planning time for teachers to make adjustments before Fall 2023
<b>Goal 3:</b>	Enroll and support 25 11th and 12th students to take credit-bearing college classes through QCC, Worcester State, and/or Clark University.
<b>Measurement Plan:</b>	Number of Students Enrolling, Course Completion Rate, Pre and Post Survey on student success and retention.
<b>Data Sources:</b>	College partner course enrollment and completion data, survey results
<b>Timeline of Activities</b>	Begin course offerings and info sessions in January to be ready for Spring Course Selections for upcoming SY
<b>Goal 4:</b>	Recruit 4-week Summer Academy with residential component for rising 8th and 9th grade students to be held on the campus of Worcester State University in summer 2023. Implement Summer Academy for 90 (45 8th and 45 9th) students in June of 2023.
<b>Measurement Plan:</b>	Recruitment Target, Attendance vs Enrollment, % of Eligible Students Participating, Pre and Post Implementation Survey
<b>Data Source(s):</b>	Enrollment, Pre and Post Survey
<b>Timeline of Activities</b>	Recruitment of students in April of 2023, Information sessions for students, caregivers and community partners in April of 2023
<b>Goal 5:</b>	Claremont teachers, administrators, instructional coaches, assessment specialists and guidance staff will collaborate in the design process for the Claremont Early College model. To continue this collaboration and professional development during the 2023 implementation year and beyond, time will be built into the Early College design to enable staff to meet in strategically designed groups to conduct teacher rounds, looking-at-student-work and other professional protocols designed to enhance standards-based instruction and improve vertical alignment, with particular attention to the progression students will follow in the Early College Pathways.
<b>Measurement Plan:</b>	Agendas/Agenda minutes, attendance, PL Protocols/Reflections , Annotated Teacher lesson plan
<b>Data Source(s):</b>	Teacher lesson plans, student work

<b>Timeline of Activities</b>	<i>Monthly Meetings; Monthly teacher rounds supported technical assistance provider (ANet); Conduct Book Chats(Growth Mindset)</i>
<b>Goal 6:</b>	Parent Engagement - Continued support from LEI to review and adapt engagement curriculum for Early College parent support. General caregiver information and guidance for academic and social emotional success with other community partners (i.e. Boys & Girls Club)
<b>Measurement Plan:</b>	<i>Engagement Curriculum Benchmarks; Parent co-training of engagement curriculum; Meeting Agendas; Attendance</i>
<b>Data Source(s):</b>	Parent attendance, feedback forms
<b>Timeline of Activities</b>	<i>Monthly Newsletter; Caregiver's Technology Support; Community Evening Events, FAFSA night, SITE Council meetings</i>
<b>Goal 7:</b>	Create systems of support for college course credit attainment and success. Using MTSS/ITSS, SIS and MyCap to review data and closely monitor student needs and create intervention plans for gap closing and acceleration. Implementation will begin in the second semester.
<b>Measurement Plan:</b>	Successful hire of Early College Pathways Advisor
<b>Data Source(s):</b>	Course Completion Rate, Pre and Post Survey on student success and retention. ITSS Team meetings/team based meetings utilizing ITSS and other forms of data
<b>Timeline of Activities</b>	<i>Bi-annual MyCap student self evaluations, monthly team meetings, data dives</i>

### Baseline Data - Predictive Indicators from EC Programs

Outcome	Indicator	Target Measure	Notes	Beginning Benchmark 2022-23
<b>Middle School On-Track</b>	8th Graders On-Track (% of 8th graders meeting composite measures)	% of 8th graders with a GPA of 2.5 or better	-Took an Avg of available marks(not "P") and used conversion of 2.5+ = 76+	77%
		% of 8th graders with attendance 96% or better	-Took attendance rate from real time attendance query using Ids from GPA calculation	27%
		% of 8th graders with no Ds or Fs in ELA or Math	Used transcript table to isolate students who have received <70 on an ENG or MATH course and used the inverse. Used students with valid GPAs	40%
		% of 8th graders never suspended	20/12 of the students with valid GPAs received suspensions ever/SY22	79%/87%
		% of 8th grade students passing all core content classes for the year - Science Math English Social Studies (C- or better)	Used the transcript table to see which students who had a valid GPA failed a core class this year(9)	76%
	8th Grade Math Proficiency	% of students demonstrating 8th grade student ability in math at benchmark or better (Data Source Star Math)	Linked students with valid GPAs to the STAR file to pull district benchmark.31/68 at/above Star Math)	46%



	8th Grade ELA Proficiency	% of students demonstrating 8th grade student ability in ELA at benchmark or better (Data Source Star Reading)	Linked students with valid GPAs to the STAR file to pull district benchmarks. 13/79 at/above	17%
<b>9th Grade On-Track</b>	9th Grade On-Track (% of 9th graders meeting composite measures)	% of freshman entering high school with high school credit		NA
		% of freshman students who accumulated at least five course credits (including at least 1 Math and 1 English credit)		
		% of freshman students who failed no more than one semester course in a core subject (English, math, social science, or science) during their freshman year	SAGE Transcript/Mark table	
		% of freshman students with attendance 96% or better	Took attendance rate from real time attendance query using IDs with valid GPAs	32%
		% of freshman students with a GPA of 3.0 or better	Isolated 9th graders with valid GPAs using the transcript table	28%
		% of freshman students who have completed 5 or more credits by June of grade 9	Of the 9th graders with valid GPAs (100), 81 have earned 5 credits or more	81%
	9th Grader Math Proficiency	% of students demonstrating 9th grade student ability in math, per course, on benchmark assessment aligned with a high quality curriculum (STAR Benchmark)	Linked students with valid GPAs to the STAR file to pull district benchmarks. 32/72 at/above	44%

	9th Grader ELA Proficiency	% of students demonstrating 9th grade student ability in ELA, per course, on benchmark assessment aligned with a high quality curriculum (STAR Benchmark)	Linked students with valid GPAs to the STAR file to pull district benchmarks. 14/73 at/above	19%
<b>College Ready On-Track</b>	HS Math Proficiency	% of 10th grade students demonstrating grade-level ability in Math on benchmark assessment aligned with a high quality curriculum (MCAS)	MCAS Math	pending MCAS results in late summer
	HS ELA Proficiency	% of 10th grade students demonstrating grade-level ability in ELA on benchmark assessment aligned with a high quality curriculum (MCAS)	MCAS ELA	pending MCAS results in late summer
	HS Science Proficiency	% of 9th and 10th grade students demonstrating grade-level ability in Biology on state assessment (MCAS)	MCAS Biology	pending MCAS results in late summer
	College Ready On-Track (% students meeting composite measures)	% of 11th grade students meeting state proficiency thresholds on the PSAT	PSAT	ERW=29% Math = 13%
		% of students enrolled in at least one AP or dual enrollment course (9-12)	Linked all 9-12 students with valid GPAs to the transcript file to see who took courses with a course level of 1 (AP & dual enrollment)	29%

		% of students who earned a 3 or higher in at least one AP and/or earned dual enrollment credit by the end of 12th grade	AP/DE Courses	Pending release of AP exam scores from the College Board later in the summer.
		SAT performance Target for Reading and Writing	SAT	11%
		SAT Performance Target for Math	SAT	9%
		% of 11th and 12th grade students with a cumulative GPA of 2.55 or better	Isolated 11th & 12th graders with valid GPAs using the transcript table	50%
<b>High School College Access</b>	Financial Access	% of 12th graders completing the FAFSA in the Fall	Edwin?	
	Postsecondary Application	% of students (or graduates) applying to credentialing postsecondary institution	Edwin?	Survey in Naviance, but response is not always accurate.
<b>On-Time High School Graduation</b>	On-Time High School Graduation	% of students graduating high school on time (Adjusted Goals for Graduation Cohort Graduation Rate)	Age vs Grad year? grad year-enrollment date = 4yrs	Late Summer/ Early Fall
<b>Postsecondary Enrollment</b>	Postsecondary Enrollment	% of students (or graduates) enrolled in a credentialing postsecondary program	Edwin/NSC	Late Summer/ Early Fall

<b>Postsecondary On-Track</b>	Postsecondary Match	% of college-enrolled graduates who enroll in WSU or QCC and are at or above the academic profile following the State Guidelines for Admissions: 4 ELA, 4 Math (Alg, Geom, Alg II, math elective senior year), 3 sciences with lab, 2 social sciences (US 1 and 2), 2 foreign language, 2 electives.	WSU/QCC	Late Summer/Early Fall
	Postsecondary On-Track (% of postsecondary students meeting composite measures)	% of high school graduates who, upon entrance to WSU QCC(postsecondary institution), complete mathematics and English gateway courses after the first two years	WSU/QCC	Late Summer/Early Fall
		% of high school students participating in dual enrollment or concurrent coursework (all students) who have a GPA of 3.0 in their courses at WSU/QCC	WSU/QCC	Late Summer/Early Fall
		% of high school graduates who, upon entrance to WSU/QCC(postsecondary institution), meet all these criteria - 3.0, ELA and Math, HS composite courses	WSU/QCC	Late Summer/Early Fall
<b>Pathway Participation</b>	Pathways enrollment	% of students enrolled in a pathway. (Create pathways criteria for additional information)		NA for 2021-22
<b>Work-Based Learning</b>	WBL participation	% of students participating in MyCAP activities in 7th/8th grade		NA for 2021-22

<b>Participation</b>		% of students participating in MyCAP activities in 9th/10th grade		NA for 2021-22
		% of students participating in MyCAP activities in 9th - 12th grade		NA for 2021-22
		% of students participating in career training as recorded in MyCAP activities in 9th - 12th grade		NA for 2021-22

### FY23 Timeline

Add your school's key activities that will take place each quarter. You may also create this in a separate document and include it as an attachment.

Element	Quarter 1 (July – Sept. 2022)	Quarter 2 (Oct. – Dec. 2022)	Quarter 3 (Jan. – March 2023)	Quarter 4 (April – June 2023)
<b>Pathway Design, Logistics and Operations</b>	<p>Scheduling - Systems Change Group: Research and review of various models for scheduling EC high schools to more seamlessly align with schedules and calendars of partner colleges</p> <p>Exploration of biotech certification pathway with Bristol Myers Squibb</p>	<p>Scheduling - Systems Change Group: Study of financial, contractual, and logistical challenges involved in various schedule and calendar options; determination of schedule/structure to pursue in FY24</p> <p>Student engagement in pathway exploration and identification of interests</p>	<p>Principal to submit recommendation/request to district for potential schedule adjustment in FY24.</p> <p>Scheduling - Systems Change Group to develop operational plans pending district approval</p> <p>Information sessions for FY24 high school and college course selection process</p>	<p>Pending approval of changes to schedule and structure, the district will make adjustments to budget and staffing for FY24.</p> <p>Scheduling - Systems Change Group to support administration with implementation of adjustments approved by the district</p> <p>MyCAP Conferences for 7th, 9th, and 11th grade students in June</p> <p>8th, 10th and 12th grade Gateways in May/June</p>

<b>Staffing and Organization of EC</b>	<p>Innovation Plan update for 2022-23 to include Early College elements</p> <p>Hiring of Early College Coordinator (additional focused instructional coach)</p> <p>Hiring of Early College Pathways Advisor</p> <p>EC Liaison at the college(s) (tentative)</p>	<p>Revision of composition, mission, and structures of site council/Innovation School Advisory Board</p>	<p>Decisions regarding student supports and staffing needs for 2023-24</p>	<p>Recruitment of staff to meet needs for FY24 following the process laid out in the Innovation Plan</p> <p>Elections for site council for FY24</p>
<b>Curriculum Design &amp; Review</b>	<p>Summer, 2022 - schedule time with Clark University to explore partnership</p> <p><a href="#">MyCAP curriculum update</a></p>	<p>Literacy/Numeracy curriculum/ Student progress review</p>	<p>Literacy/Numeracy curriculum/ Student progress review</p>	<p>Literacy/Numeracy curriculum/ Student progress review</p> <p>Summer'23- Revise scope/sequence of literacy/ numeracy curriculum</p>
<b>Professional Development</b>	<p>Articulate school-wide Professional Development</p>	<p>October 7 visioning retreat, community building and</p>	<p>Weekly collaborative PLC/department lesson</p>	<p>Weekly collaborative PLC/department lesson</p>

	<p>plan on August 15 focusing on strengthening the following student skills:</p> <ul style="list-style-type: none"> <li>● engaging in classroom discourse</li> <li>● asking clarifying and probing questions to further learning</li> <li>● writing to learn</li> <li>● reading for understanding</li> <li>● collaborative group work</li> </ul> <p>Meet with the technical assistance provider (ANet) to determine the appropriate scope of coaching and professional learning support for the school year. Four (4) additional ANet coaching interactions; Tentative areas of focus: How to get more students to engage in classroom discourse.</p> <p>Establish agreement for Claremont teachers to audit courses at QCC and WSU in the 22-23 school year.</p> <p>Reflection on MyCAP/Gateway process from 2021-22 (September)</p> <p>Extend invitation to</p>	<p>EC acceleration planning</p> <p>Weekly collaborative PLC/department lesson planning (teachers may meet on Clark University campus)</p> <p>Weekly collaborative classroom coaching visits by peers, coaches, and external consultants.</p> <p>Five (5) ANet coaching interactions; Tentative areas of focus:</p> <ul style="list-style-type: none"> <li>● How to get more students writing;</li> <li>● How to get more advanced writing from students who already write</li> </ul>	<p>planning (teachers may meet on Clark University campus)</p> <p>Weekly collaborative classroom coaching visits by peers, coaches, and external consultants.</p> <p>Five (5) ANet coaching interactions; Tentative areas of focus:</p> <ul style="list-style-type: none"> <li>● asking clarifying and probing questions to further learning</li> </ul>	<p>planning (teachers may meet on Clark University campus)</p> <p>Weekly collaborative classroom coaching visits by peers, coaches, and external consultants.</p> <p>Five (5) ANet coaching interactions; Tentative areas of focus:</p> <ul style="list-style-type: none"> <li>● How to get more students to participate effectively in collaborative group work</li> </ul> <p>ILT meeting(s)/retreat to assess progress made over the course of the year to plan PD for summer 2023 and SY24</p> <ul style="list-style-type: none"> <li>● Analysis of the progress against goals from all available data sources both formal and informal as determined by the steering committee in Q1</li> </ul>
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	<p>Claremont teachers to audit courses (with tuition reimbursed and class time compensated at their hourly supplemental rate).</p> <p>Building community toward a common collective impact on early college implementation</p> <p>Build a benchmarking system to monitor professional learning goals in 2022-23 school year</p>			
<b>Outreach &amp; Marketing</b>	<p>Summer Camp Parent Orientation Jun 29, 2022</p> <p>Jump Start Parent Orientation August 23, 2022</p> <p>Back to School BBQ, August 25th, 2022</p> <p>Parent Workshops w/ LEI</p> <p>Early College/Claremont newsletters/updates (monthly )</p>	<p>Claremont Community Connections</p> <p>Parent Workshops w/ LEI</p>	Parent Workshops w/ LEI	Parent Workshops w/ LEI
<b>Exposure Events or Activities</b>	FYE 101 Pilot with half of 10th grade students - Will	Complete fall semester FYE 101 pilot, evaluate	FYE 101 Pilot with other half of 10th grade students -	Complete spring semester FYE 101 pilot, evaluate

	<p>utilize Blackboard, build college-going culture, and support students' earning 3 credit hours</p> <p>July 5-15: Early College Summer Camp Immersive Experience for rising 8th and 9th grade students (including one overnight stay)</p> <p>"In This Together" Campus Visit to WSU</p> <p>August 22-23: Jump Start</p> <p>Adult ESL Classes</p>	<p>effectiveness, and make adjustments for spring term</p> <p>Career Day - Nov.</p> <p>"In This Together" - Career Panel</p> <p>MA College Application Celebration (MCAC) - Dec.</p> <p>Adult ESL</p> <p>Innovation Pathways Recruitment</p> <p>Sharing potential course offerings with students and families</p>	<p>Will utilize Blackboard, build college-going culture, and support students' earning 3 credit hours</p> <p>FAFSA -Parent Night Jan 2023</p> <p>Course offerings identified for FY24, recruitment</p>	<p>effectiveness, and make adjustments for FY24</p> <p>Adult ESL</p>
<b>Other Career Activities (e.g, WBL)</b>	<p>Bristol Myers Squibb visits</p> <p>College Tours - Clark University, WSU, QCC</p>	<p><b>Nov.:</b> Career Day - Nov.</p> <p><b>Dec.:</b> MCAC- MA College Application Celebration - College Tours - Assumption, Anna Maria</p>	<p>College Tours - Holy Cross, WPI</p>	<p>College Tours - Framingham State; Fitchburg State; UConn;</p>
<b>Student Supports</b>	<p>Study Groups/Weekly</p> <p>Check-ins with Early College Pathways Advisor</p>	<p>Study Groups</p> <p>Weekly Check-ins with Early College Pathways Advisor</p>	<p>Study Groups</p> <p>Weekly Check-ins with Early College Pathways Advisor</p>	<p>Study Groups</p> <p>Weekly Check-ins with Early College Pathways Advisor</p>

	Formulate college course needs and tutoring systems	Training and support of Claremont staff to provide supports and/or advising regarding QCC and WSU	Formulate student support plan for accelerating gap closing through MTSS	Adopt student support plans for 2023-24 school year
<b>Partnerships</b>	Latino Educational Institute: WSU, QCC, Bristol Myers Squibb; National Grid, MassEdCo, MassHire	Claremont Community Connections  Parent Workshops w/ LEI  Implement Innovation Plan elements with partners, i.e. outreach and understanding of the role of the partners in EC	Parent Workshops w/ LEI	Parent Workshops w/ LEI
<b>Logistics and Operations</b>	Scheduling - Systems Change Group  Research and review of various models for scheduling EC high schools to more seamlessly align with schedules and calendars of partner colleges	Scheduling - Systems Change Group  Study of financial, contractual, and logistical challenges involved in various schedule and calendar options; determination of schedule/structure to pursue in FY24.	Scheduling - Systems Change Group  Principal to submit recommendation/request to district for potential schedule adjustment in FY24.	Scheduling - Systems Change Group  Pending approval of changes to schedule and structure, the district will make adjustments to budget and staffing for FY24.

<b>Staffing and Organization of EC</b>	<p>Innovation Plan update for 2022-23 to include Early College elements</p> <p>Early College Coordinator (additional focused instructional coach)</p> <p>Early College Pathways Advisor</p> <p>EC Liaison at the college(s) (tentative)</p>	<p>Revision of Innovation School Advisory Board composition and meeting schedule.</p>	<p>Decisions regarding student supports and staffing needs for 2023-24</p>	
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## **FY24 Timeline**

Provide a high-level timeline of key projects or activities in 2023-2024. These can be written in brief bullet points. Indicate if your site will be adding any additional programming.

### Year 1 of Full Program Implementation

- 4-week Summer Academy for rising 9th graders at Worcester State University (July 2023)
- First cohort of 9th graders to begin full Early College experience
- Continued professional development for teachers and staff
- Continued implementation of FYE 101 course for all 10th grade students
- Potential implementation of modified bell schedules to better complement college and university schedules and facilitate acceleration needs
- Enhanced instruction, acceleration, and support for Claremont middle and high school students

N. APPROVAL OF GRANTS  
Administration  
(August 9, 2022)

ITEM - gb #2-219  
S.C. MEETING - 8-18-22

ITEM:

To accept the Supporting Students' Social Emotional Learning, Behavioral & Mental Health, and Wellness Through Multi-Tiered Systems of Supports (SEL & Mental Health Grant); Fund Code 613 Grant from the Massachusetts Department of Elementary and Secondary Education Continuation administered by the Office of Student and Family Support College in the amount of \$85,000.

PRIOR ACTION:

BACKUP: The purpose of this state and federally funded continuation grant program is to adapt, expand or strengthen multi-tiered systems of support to respond to the social-emotional and behavioral health needs of students, families and educators and to build strong partnerships with community-based mental health agencies.

Annex A (4 pages) contains a copy of the grant report.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

## Grant Acceptance Form

**Name of Grant:** Supporting Students' Social Emotional Learning, Behavioral & Mental Health, and Wellness Through Multi-Tiered Systems of Supports (SEL & Mental Health Grant); Fund Code 613

**Type of Funder:** Massachusetts Department of Elementary and Secondary Education Continuation Grant administered by the Office of Student and Family Support

**Awarded Amount:** \$85,000.00

**Grant Funding Period:** Upon approval through June 30, 2023

**Project title:** Supporting Students' Social Emotional Learning, Behavioral & Mental Health and Wellness Continuation Grant

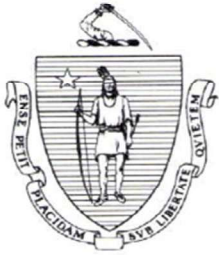
**Program coordinator:** Maura Mahoney

**Purpose:** The purpose of this state and federally funded continuation grant program is to adapt, expand or strengthen multi-tiered systems of support to respond to the social-emotional and behavioral health needs of student, families and educators and to build strong partnerships with community-based mental health agencies.

**Description of the program:** The district will increase student access to mental/behavioral health supports by bringing community mental health providers into schools to work with our students and assigning WPS staff to see students at their after-school programs. We have found that after-school mental health promotion minimizes interference with academic progress. In addition, after-schools goals align well with mental health promotion, and recreational activities inherently offer opportunities for social-emotional skills building.

**Program location:** District wide

**Outcomes and Measures:** SEL and mental health services are delivered either individually or in group settings to our WPS students.



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

**CHARLES D. BAKER**  
GOVERNOR

**KARYN E. POLITO**  
LIEUTENANT GOVERNOR

July 26, 2022

Dear Superintendent Rachel Monarrez,

Congratulations! We are pleased to notify you that Worcester Public Schools has been awarded a Fiscal Year 2023 Fund Code 613/332 **Supporting Students' Social Emotional Learning, Behavioral & Mental Health and Wellness Through Multi-Tiered Systems of Supports (SEL& Mental Health Grant)** in the amount of \$85,000.

We want to thank you for your commitment to supporting the social-emotional and behavioral health needs of students, families and educators. 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 Kristen McKinnon, Assistant Director, Student and Family Support, (via [Kristen.A.McKinnon@mass.gov](mailto:Kristen.A.McKinnon@mass.gov)) if you have any questions at .

Sincerely,

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

Governor Charles D. Baker

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

Lt. Governor Karyn E. Polito



Applicant Agency: Worcester Public Schools  
 Fiscal Year: 2022

Applicant Number: 348  
 Fund Code: 613-311

Category C

Program Name: Supporting Students' Social Emotional Learning, Behavioral & Mental Health, and Wellness through Multi-Tiered Systems of Support (SEL & Mental Health Grant)

Budget Line Item Category					Amount	COMMENTS
<b>1 ADMINISTRATOR SALARIES:</b>	# of staff	FTE	MTRS	Total Amount		
			<input type="checkbox"/>			
			<input type="checkbox"/>			
			<input type="checkbox"/>	\$ -		
<b>SUB-TOTAL</b>					\$ -	
<b>2 INSTRUCTIONAL/PROF STAFF SALARIES:</b>	# of staff	FTE	MTRS	Total Amount		
			<input type="checkbox"/>	\$ -		
			<input type="checkbox"/>	\$ -		
			<input type="checkbox"/>	\$ -		
			<input type="checkbox"/>	\$ -		
			<input type="checkbox"/>	\$ -		
				\$ -		
<b>SUB-TOTAL</b>					\$ -	
<b>3 SUPPORT STAFF SALARIES:</b>	# of staff	FTE	MTRS	Total Amount		
			<input type="checkbox"/>	\$ -		
			<input type="checkbox"/>	\$ -		
				\$ -		
<b>SUB-TOTAL</b>					\$ -	
<b>4 STIPENDS:</b>	# of Staff	Rate	Rate Type	MTRS	Total Amount	COMMENTS For program activities For program activities
Administrator	10	\$42	per hour		\$ 20,000	
Teacher Instructional/Professional Staff	25	\$37	per hour	<input type="checkbox"/>	\$ 53,265	
					\$ -	
					\$ -	
<b>SUB-TOTAL</b>					\$ 73,265	
<b>5 FRINGE BENEFITS:</b>					Total Amount	COMMENTS
<b>5-a</b> MTRS (automatically calculates if MTRS box is checked)					\$ -	
<b>5-b</b> Other					\$ -	
Health Insurance					\$ -	
Other Retirement Systems					\$ -	
Federal Insurance Contributions (FICA)					\$ -	
<b>SUB-TOTAL</b>					\$ -	
<b>6 CONTRACTUAL SERVICES:</b>		Rate	Rate Type	Total Amount	COMMENTS Consultants	
Consultants/Prof Dev for Teachers & Support Sta		\$100	per hour	\$ 10,000		
				\$ -		
				\$ -		
				\$ -		
				\$ -		
				\$ -		
<b>SUB-TOTAL</b>					\$ 10,000	
<b>7 SUPPLIES AND MATERIALS:</b>					Total Amount	COMMENTS
					\$ -	
					\$ -	
					\$ -	
<b>SUB-TOTAL</b>					\$ -	
<b>8 TRAVEL:</b>					Total Amount	COMMENTS
					\$ -	
					\$ -	
					\$ -	
<b>SUB-TOTAL</b>					\$ -	
<b>9 OTHER COSTS:</b>					Total Amount	COMMENTS
					\$ -	
					\$ -	
					\$ -	
<b>SUB-TOTAL</b>					\$ -	
<b>10 INDIRECT COSTS</b> (use indirect costs calculator)	enter rate %				Total Amount	COMMENTS At agreed upon rates
	2.05%				\$1,735	
<b>SUB-TOTAL</b>					\$ -	
<b>11 EQUIPMENT:</b>	Items costing \$5,000+ per unit & having a useful life 1+ years				Total Amount	COMMENTS
					\$ -	
					\$ -	
<b>SUB-TOTAL</b>					\$ -	
<b>TOTAL FUNDS REQUESTED</b>					\$ 85,000	

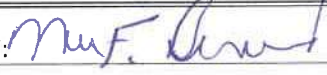
**MASSACHUSETTS DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION  
STANDARD CONTRACT FORM AND APPLICATION FOR PROGRAM GRANTS**

**PART I – GENERAL**

<b>A. APPLICANT:</b> Worcester Public Schools	<b>District Code:</b>	0	3	4	8
<b>ADDRESS:</b> 20 Irving Street					
Worcester, MA 01609					
<b>TELEPHONE:</b> ( 508 ) 799-3108					

<b>B. APPLICATION FOR PROGRAM FUNDING</b>				
<b>FUND CODE</b>	<b>PROGRAM NAME</b>	<b>PROJECT DURATION</b>		<b>AMOUNT REQUESTED</b>
		<b>FROM</b>	<b>TO</b>	
<b>FY2023</b>	<b>Federal and State – Continuation administered by the Office of Student and Family Support</b>			\$85,000
613/332	Supporting Students' Social Emotional Learning, Behavioral & Mental Health, and Wellness -- Continuation (SEL & Mental Health) Grant	Upon Approval	June 30, 2023	

C. I CERTIFY THAT THE INFORMATION CONTAINED IN THIS APPLICATION IS CORRECT AND COMPLETE; THAT THE APPLICANT AGENCY HAS AUTHORIZED ME, AS ITS REPRESENTATIVE, TO FILE THIS APPLICATION; AND THAT I UNDERSTAND THAT FOR ANY FUNDS RECEIVED THROUGH THIS APPLICATION THE AGENCY AGREES TO COMPLY WITH ALL APPLICABLE STATE AND FEDERAL GRANT REQUIREMENTS COVERING BOTH THE PROGRAMMATIC AND FISCAL ADMINISTRATION OF GRANT FUNDS.

<b>AUTHORIZED SIGNATORY:</b> 	<b>TITLE:</b> Superintendent
<b>TYPED NAME:</b> Maureen F. Binienda	<b>DATE:</b> 6/24/22

N. APPROVAL OF GRANTS  
Administration  
(August 9, 2022)

ITEM - gb #2-220  
S.C. MEETING - 8-18-22

ITEM:

To accept the Skills Capital Grant FY23 Round 1 North High School in the amount of \$237,021.

PRIOR ACTION:

BACKUP: The purpose of this grant is to help high schools, colleges and other educational institutions invest in the most up-to-date training equipment to give their students an advantage when they continue in their chosen field or particular area of study.

Annex A (2 pages) contains a copy of the grant report.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

**Name of Grant:** Skills Capital Grant FY23 Round 1  
North High School

**Type of Funder:** Executive Office of Education

**Awarded Amount:** \$237,021

**Grant Funding Period:** Upon Award to June 30, 2023

**Project title:** Allied Health Program

**Program coordinator:** Lisa Houlihan, Principal of North High School

**Purpose:** To help high schools, colleges and other educational institutions invest in the most up-to-date training equipment to give their students an advantage when they continue in their chosen field or particular area of study.

**Description of the program:** Funds will be used to purchase equipment for the expansion of Chapter 74 Health Assisting Program. This will provide coursework and hands-on training to earn an EMT certification and will increase the number of students enrolled in our Health Science Academy. Students will attain certifications in CPR, First Aid/AED, OSHA Ten Hour General, CNA, and Dementia Training. Students will receive courses and training, including clinical and internships to be ready to pass the EMT certification tests when age appropriate. Partners include Quinsigamond Community College, UMass Medical Center, long-term care facilities and adult day care programs.

**Program location:** North High School

**Outcomes and Measures:** Students will be trained to be successful in gaining employment during or after they graduate. Students will benefit from actively participating in the work and being exposed to the full environment as well as increasing student enrollment and participation in these opportunities.



# Skills Capital Grant Program

**Executive Office of Education**  
**James Poplasky- Program Manager**  
 One Ashburton Place, Room 1403  
 Boston MA 02108  
[james.poplasky@mass.gov](mailto:james.poplasky@mass.gov)  
 Cell- 617-352-9476

## FY23 Estimated Budget and Timeline

School/Organization Name	North High School
Matching Funds Total	\$ -
Tax ID	04-6001418
Vendor Code	VC6000192145

**The supplies listed below are essential items to create the ambulance and emergency hospital setting for students. Having these items in the "EMT" classroom will enable students to see "real life" equipment and practice how it is used in an emergency situation. As a result of these**

Item Description	Estimated Date	AMOUNT
3 Panel folding screens SKU 04-50-3363 166.32/ea	8/15/2022	\$ 498.96
3 Curtains with L bend SKU 04-57-5202		\$ 1,136.82
Electric hoyer SKU 05-76-1050		\$ 2,341.05
3 Wheel chairs SKU 05-76-0220 421.04/ea		\$ 1,263.12
12 patient care simulators		\$ 10,325.40
8 bed packages		\$ 27,218.30
5 standard computer carts SKU 04-25-8216P 2150.38/ea		\$ 10,751.90
50 EMT Tote's SKU 01-37-5555 88.41/ea		\$ 4,420.50
Anatmage Table, Clinical		\$ 59,500.00
Ambulance Simulator		\$ 69,790.00
4 yr. extended warranty - Anatmage Table, Software and Tech support		\$ 16,240.00
Crate - ABA Anatmage Table		\$ 725.00
30 Dell Latitude 3301 laptops		\$ 20,370.00
30 Kensington N17 Keyed Laptop Wedge Lock		\$ 1,050.00
HP Laser Jet Enterprise Flow MFP M830zNFC/Wireless direct		\$ 7,649.00
City of Worcester Indirect costs at 2.04 %		\$ -
		\$ -
		\$ -
		\$ -
		\$ -
		\$ -
		\$ -
	Total	\$ 237,021.05

Grant Recipient		Program 1 (Total)	EMT Program	\$237,021.05
Contact Name	Teresa DiStefano/Lisa	Program 2 Total	Insert program Name	\$ -
Street Address	140 Harrington Way			
City, ST, Zip Code	Worcester, MA 01604			
Phone	508-799-3370			
Email	distefanot@worcestersc			

N. APPROVAL OF GRANTS  
Administration  
(August 9, 2022)

ITEM - gb #2-221  
S.C. MEETING - 8-18-22

ITEM:

To accept the Skills Capital Grant FY23 Round 1 Worcester Technical High School in the amount of \$311,000.

PRIOR ACTION:

BACKUP: The purpose of this grant is to help high schools, colleges and other educational institutions invest in the most up-to-date training equipment to give their students an advantage when they continue in their chosen field or particular area of study.

Annex A (4 pages) contains a copy of the grant report.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

## Grant Acceptance Form

**Name of Grant:** Skills Capital Grant FY23 Round 1  
Worcester Technical High School

**Type of Funder:** Executive Office of Education

**Awarded Amount:** \$311,000

**Grant Funding Period:** Upon Award to June 30, 2023

**Project title:** Automotive Technology

**Program coordinator:** Patricia Suomala, Director of Career & Technical Education

**Purpose:** To help high schools, colleges and other educational institutions invest in the most up-to-date training equipment to give their students an advantage when they continue in their chosen field or particular area of study.

**Description of the program:** The funds will allow the enhancement of the automotive technology program. The program will provide instruction on repair passive restraint, multiple air bags, lane departure warnings and collision avoidance systems. The students will receive wrap-around support services as needed, including tutoring. Industry partners will collaborate to ensure that the career pathways and related curricula integrated academics and workplace needs to address realistic, real-world scenarios.

**Program location:** Worcester Technical High School

**Outcomes and Measures:** Students will be trained to be successful in gaining employment during or after they graduate. Students will benefit from actively participating in the work and being exposed to the full environment as well as increasing student enrollment and participation in these opportunities.



# Skills Capital Grant Program

Executive Office of Education

## FY22/23 Estimated Budget and Timeline

**James Poplasky Program Manager**

One Ashburton Place, Room 1403

Boston MA 02108

[james.poplasky@mass.gov](mailto:james.poplasky@mass.gov)

617- 979-8342

School Name	Worcester Technical High School
Matching Funds Total	\$
Tax ID	46001418
Vendor Code	VC6000192145

**In a brief narrative explain how the funds will be used. These grant opportunities will be used to replenish and revolutionize key equipment for student learning and training for instructor development. We truly appreciate the MA Capital Skills Grant's historical impact on our school. We envision this year's grant**

Item Description	2022	AMOUNT
Chief Architect Architectural Home Design Software, 25 New Licenses:		\$ 2,375.00
VG2-540 TrueVIS 54" Large Format Printer/Cutter		\$ 17,995.00
55" Sigmont Heat Assist Laminator		\$ 6,650.00
Material Stock: Misc substrates, print media & inks		\$ 4,176.82
5 Year Maintenance Agreement for Large Format Printer & Laminator		\$ 5,100.00
Material Cost to Redesign of work space for Sign Making Equipment		\$ 5,000.00
Spray Booth including "Spray Booth" Coating for walls, Enclose room with Additional wall, Additional Lighting, Downdraft table, Spray material		\$ 18,000.00
Drying racks for projects		\$ 1,800.00
HOUSING INTERIOR TX/OLS6 (2023) Textbook Upgrade & Digital Access for Students (25 Copies)		\$ 3,700.00
3M Graphic Films Installation Training for Window, Walls, Floors and Fleet Graphics		\$ 2,500.00
Mini Projector, HOMPOW Portable Projector 1080P Supported 2022 Upgraded Movie Projector and 176" Display		\$ 89.99
4 ft. Fiberglass Step Ladder with 250 lb. Load Capacity		\$ 519.76
PORTER-CABLE 7800 4.7 Amp Drywall Sander with 13-Foot Hose		\$ 918.00
DEVILBISS 13.5 cfm @ 23 psi HVLP Spray Gun; For Use With Gravity Cup		\$ 1,752.36
Nilfisk Attix 50 12-Gallon Commercial Wet/Dry Vacuum		\$ 1,398.00
Spray Gun Cleaner- Uni-Ram Two Gun Cleaner with Vent & 2 Wash Pails - UG4000E		\$ 4,256.00
Baker style aluminum 6 foot rolling interior scaffold towers		\$ 375.00
Snappy 6' Scaffold Guard Rail Set		\$ 329.99
Indy 69" Add on Scaffold Package		\$ 149.99
Black Exotic Marble Countertop Kit		\$ 446.50
White Exotic Marble Kit		\$ 435.10
Carrara Marble Epoxy Countertop Kit		\$367.40
Epoxy Gallon Kits		\$243.96
Epoxy Casting Resin 1½ Gallon Kit		\$627.00
Thick Pour Super Cast Epoxy 1½ Gallon Kit		\$329.98
Metallic Pigment Powder, assorted colors		\$360.00
Liquid Epoxy Dye- Set of All		\$77.50
Epoxy Glitter Additive		\$180.00
School Smart Railroad Boards, 22 x 28 Inches, 6-Ply, White, Pack of 25 - 1485742		\$95.88
Warner 12" x 9" Paint Color Test Foam Board Panel, 10630		\$510.00
White 3/16" Foam Core 24" x 36" Mounting Boards - 25pk		\$558.28
Inovart Illustration Board 11 inches x 14 inches, 25 sheets per package		\$192.80
Clearprint 1000H Design Vellum Pad, 16 lb., 100% Cotton, 11 x 17 Inches, 50 Sheets, Translucent White, 1 Each (10001416)		\$38.34
Vellum Paper, Cridoz 50 Sheets Vellum Transparent Paper 8.5 x 11 Inches Translucent Clear Paper for Printing Sketching Tracing Drawing		\$26.97
Mr. Pen- Sketch Pencils for Drawing, 14 Pack, Drawing Pencils, Art Pencils, Graphite Pencils, Graphite Pencils for Drawing, Art Pencils for		\$69.90
mighty board, plastic poster board		\$299.00
Rhino Self-Healing Cutting Mat with Grid Sheet- 6'x12'		\$849.70
Purdy Natural Color Washing Faux Finish Paint Brush		\$69.80
1/8 Inch Square Notch Trowel		\$20.00
Rag Painting Roller - Full-Sized 9 inch - Fast and Easy Faux Rag Painting Technique Roller by The Woolie (Single)		\$59.97
Woolie Inc 100607 The Lambwool Faux Applicator Tool Finishing Kits/Applicators		\$119.97
OLFA 9881 RM-SG 18-Inch x 24-Inch Self-Healing Double-Sided Rotary (cutting) Mat		\$49.48
speciality decorative faux finish brushes		\$15,825.00
Woods L13 Twin Head Work Light, Adjustable Tripod Up To 42 Inches Tall, 16,000 Lumen, 4-Foot 18/3 Cord		\$43.99
Steel Edge Rhino Safety Ruler 28"		\$129.90
Steel Edge Rhino Safety Ruler 76"		\$159.95
Steel Edge Rhino Safety Ruler 40"		\$84.95
Steel Edge Rhino Safety Ruler 64"		\$134.95





# Skills Capital Grant Program

## Executive Office of Education

## FY22/23 Estimated Budget and Timeline

### James Poplasky Program Manager

One Ashburton Place, Room 1403

Boston MA 02108

[james.poplasky@mass.gov](mailto:james.poplasky@mass.gov)

617- 979-8342

School Name	Worcester Technical High School
Matching Funds Total	\$
Tax ID	46001418
Vendor Code	VC6000192145

**In a brief narrative explain how the funds will be used. These grant opportunities will be used to replenish and revolutionize key equipment for student learning and training for instructor development. We truly appreciate the MA Capital Skills Grant's historical impact on our school. We envision this year's grant**

Item Description	2022	AMOUNT
Klvied Projector Tripod Stand, Universal Laptop Tripod Stand, Portable DJ Equipment Stand, Folding Floor Tripod Stand, Outdoor Comp		\$28.53
Technic Advanced Rotary Cutter (ARC) 40"		\$729.90
Technic Advanced Rotary Cutter (ARC) 60"		\$873.90
Anezus Self Healing Cutting Mat, 12inch x 18inch Rotary Cutting Mat with Grid		\$32.94
168 Colors Alcohol Markers Dual Tips Permanent Art Markers Pen		\$48.99
Mr. LongArm 3204 Pro-Pole Extension Pole 2-to-4 Foot		\$61.74
Mr. LongArm 3204 Pro-Pole Extension Pole 4-to-8 Foot		\$105.63
Mr. LongArm 3204 Pro-Pole Extension Pole 6-to-12 Foot		\$91.76
US Art Supply 9 X 12 inch Professional Artist Quality Acid Free Canvas Panel Boards for Painting 2-12-Packs (1 Full Case of 24 Single Can		\$131.96
Various plastic bins for storage		\$3,880.00
Paintable Backdrop ISSUNTEX 6X9 ft Background Muslin Backdrop, Photo Studio, Collapsible High Density Screen for Video Photography and Television-White		\$61.16
4x4 White Glossy Finish Ceramic Subway Tile Shower Walls Backsplash Made in USA (12.5SF Full Box 100PCS)		\$109.98
Modern Masters Metallic Paint Assorted Colors		\$1,263.60
IPEVD presentation camera- IPEVO V4K Ultra High Definition 8MP USB Document Camera — Mac OS, Windows, Chromebook Compatil		\$218.00
Benjamin Moore Collections Fan Deck		\$40.00
Architectural Scale Ruler, Imperial Measurements 12"		\$69.93
Pacific Arc Stainless Steel 24 Inch Metal Ruler Non-Slip Cork Back, with Inch and Metric Graduations		\$159.90
Amazon Basics Multipurpose Office Scissors - 2-Pack		\$59.50
5-gal. Homer Bucket HMD (1 Bucket)		\$29.88
1-Gallon Metal Paint Bucket		\$52.80
Hi-Spec 2A 240W Random Orbital Palm Sander. Compact Dual Action Non-Swirl Sanding of Old Paint, Varnish, Rust & More. A Rapid 12		\$151.96
Polishing & Cleaning Epoxy Kit		\$30.00
Rustoleum Spray Paint for Countertops- assorted colors		\$240.00
CRAFTSMAN Essential 33.66-in W x 28.9-in H Metal Saw Horse (1000-lb Capacity)		\$74.94
Mophorn 50W 45L Electrostatic Powder Coating Machine with Spraying Gun Paint 450g Per Minute WX-958 Powder Coating System (5		\$429.99
DIY Home Chalk Crackle Medium by ArtMinds		\$34.95
ITEM DESCRIPTION		
Aluminum pump staging packages 1 & 5		\$9,833.70
Fall protection package		\$9,929.72
Grizzly G9860 The Ultimate 12" Jointer		\$5,660.00
Aluminum trim coil holder w/ legs		\$691.50
Laptops for PLC programming		\$12,600.00
Large Format(11" x 17") Color Printer		\$3,000.00
Photo Voltaic System		\$15,000.00
FIBER OPTIC TOOL KIT FIBER TOOL KIT OPT-X		\$2,152.15
Basic Fiber Verification Kit		\$2,716.74
Greenlee 555CX Electric Conduit Bender		
Greenlee 882CB Hydraulic Bender		\$8,500.00
Greenlee 767 hydraulic hand pump		\$900.00
BGreenlee hydraulic hand pump hose		\$300.00
Rigid 1/2' to 2" threading machine		\$11,000.00
Ratcheting Cable Crimper / Stripper / Cutter, for Pass-Thru™		\$193.05
FLUKE NETWORKS Cable Tester Kit, Verifier		\$1,341.39
Vertical Bar Rack		\$900.00
KH INDUSTRIES 50 ft. 12/3 Retractable Cord Reel 20 Amps		\$1,559.80
415D Wire Wheel		\$1,712.40



# Skills Capital Grant Program

Executive Office of Education

## FY22/23 Estimated Budget and Timeline

**James Poplasky Program Manager**

One Ashburton Place, Room 1403

Boston MA 02108

[james.poplasky@mass.gov](mailto:james.poplasky@mass.gov)

617-979-8342

School Name	Worcester Technical High School
Matching Funds Total	\$
Tax ID	46001418
Vendor Code	VC6000192145

In a brief narrative explain how the funds will be used. These grant opportunities will be used to replenish and revolutionize key equipment for student learning and training for instructor development. We truly appreciate the MA Capital Skills Grant's historical impact on our school. We envision this year's grant

Item Description	2022	AMOUNT
Heavy-Duty Wall Mount Fan - Oscillating, 30"		\$2,675.00
Single Sided Floor Rack Bin Organizer with 7 1/2 x 4 x 3" Blue Bins		\$510.00
Single Sided Floor Rack Bin Organizer with 11 x 5 1/2 x 5" Blue Bins		\$1,030.00
Single Sided Floor Rack Bin Organizer with 15 x 8 x 7" Blue Bins		\$960.00
Mobile Cabinet Workbench - 72 x 30"		\$7,520.00
Welded Parts Cabinet - 18 Drawer, 34 x 12 x 11"		\$380.00
Heavy Duty Storage Cabinet - 36 x 24 x 78", Assembled, Gray		\$1,450.00
lockable metal storage cabinet		\$4,710.24
ridgid 300 threading machine complete		\$5,058.05
Hampden H-MZBM-AL2 Multi-Zone Building Management Trainer		\$46,324.00
Hampden H-MZBM-T1C Multi-Zone Building Management Trainer		\$30,168.14
5-Ton Rooftop Unit		\$7,500.00
Indirect Costs @ 2.04 %		\$6,220.00
	<b>Total</b>	<b>\$311,000.00</b>

Grant Recipient	WTHS	Program 1 Total	Program 2 Total	Total
<b>Contact Name</b>	Patricia Suomala			
<b>Street Address</b>	1 Manny Familia Way			
<b>City, ST, Zip Code</b>	Worcester, MA 01605			
<b>Phone</b>	508-799-1940			
<b>Email</b>	suomalap@worcestersc			
		<b>Program 1 Total</b>		<b>\$311,000.00</b>
		<b>Program 2 Total</b>		
		<b>Total</b>		<b>\$311,000.00</b>

N. APPROVAL OF GRANTS  
Administration  
(August 9, 2022)

ITEM - gb #2-222  
S.C. MEETING - 8-18-22

ITEM:

To accept the Skills Capital Grant FY23 Round 1 Innovation Pathways Program in the amount of \$75,000.

PRIOR ACTION:

BACKUP: The purpose of this grant is to help high schools, colleges and other educational institutions invest in the most up-to-date training equipment to give their students an advantage when they continue in their chosen field or particular area of study.

Annex A (2 pages) contains a copy of the grant report.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

**Name of Grant:** Skills Capital Grant FY23 Round 1  
Innovation Pathways Program

**Type of Funder:** Executive Office of Education

**Awarded Amount:** \$75,000

**Grant Funding Period:** Upon Award to June 30, 2023

**Project title:** Information Technology Program

**Program coordinator:** Drew Weymouth, Principal of Worcester Technical High School

**Purpose:** To help high schools, colleges and other educational institutions invest in the most up-to-date training equipment to give their students an advantage when they continue in their chosen field or particular area of study.

**Description of the program:** The information technology program is a uniquely designed program that allows students from comprehensive high schools to participate in the career exploration and training on extended days. In this program, students learn aspects of networking programming, website development and cybersecurity.

**Program location:** Worcester Technical High School

**Outcomes and Measures:** Students will be trained to be successful in gaining employment during or after they graduate. Students will benefit from actively participating in the work and being exposed to the full environment as well as increasing student enrollment and participation in these opportunities.



# Skills Capital Grant Program

**Executive Office of Education**

**FY23 Estimated Budget and Timeline**

**James Poplasky- Program Manager**

School/Organization Name

Worcester Public Schools  
Innovation Pathways

One Ashburton Place, Room 1403

Matching Funds Total

\$ 12,488.29

Boston MA 02108

Tax ID

[james.poplasky@mass.gov](mailto:james.poplasky@mass.gov)

Vendor Code

Cell- 617-352-9476

**These funds will be used to purchase networking equipment to allow our students to work with current technology as they learn networking and cybersecurity concepts. Additionally, the MacStudios will allow our students to work with modern website development applications and development resources that integrate modern frameworks.**

Item Description	Estimated Date	Price	Quantity	AMOUNT
Cisco Router 4221 Rack-mountable (4456954)	Backordered	\$2,162.00	6.00	\$ 12,972.00
Cisco IOS Security - license - router (4419352)	In Stock	\$795.00	6.00	\$ 4,770.00
Cisco WAN Network Interface Module (3883843)	Backordered	\$768.99	6.00	\$ 4,613.94
Cisco V.35 Cable - 10ft (1517913)	Backordered	\$108.99	8.00	\$ 871.92
Cisco V.35 cable (1517911)	Backordered	\$108.99	8.00	\$ 871.92
Cisco Direct C1000-24T-4G-L (5904032)	Backordered	\$1,032.99	12.00	\$ 12,395.88
Cisco FirePower 2110 ASA Security Appliance (4731390)	Backordered	\$11,273.99	1.00	\$ 11,273.99
Cisco USB to Mini-USB Tybe B (1925953)	Backordered	\$89.99	20.00	\$ 1,799.80
Mac Studio (M1 Max, 32GB, 512GB) with 3yr AppleCare+		\$2,168.00	15.00	\$ 32,520.00
LG 34" IPS FHD UltraWide Full HD Monitor	In Stock	\$299.99	15.00	\$ 4,499.85
Macally MKEYECOMBO - keyboard and mouse set	In Stock	\$38.99	15.00	\$ 584.85
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
CDW Monitors		-\$17.00	15.00	\$ (255.00)
CDW Keyboard / mouse set		-\$1.59	15.00	\$ (23.85)
CDW / Cisco Grant Match Discount				\$ (8,909.44)
Apple Education Pricing		-\$220.00	15.00	\$ (3,300.00)
	Total			\$ 74,685.86

Grant Recipient	Program 1 (Total	Information Technology	\$74,685.86
<b>Contact Name</b>	Drew Weymouth	Program 2 Total	Insert program Name \$ -
<b>Street Address</b>	One Manny Familia Way		
<b>City, ST, Zip Code</b>	Worcester, MA 01605		
<b>Phone</b>	508-799-1985		
<b>Email</b>	weymouthd@worcesterschools.net		

N. APPROVAL OF GRANTS  
Administration  
(August 9, 2022)

ITEM - gb #2-223  
S.C. MEETING - 8-18-22

ITEM:

To accept the Laura Bush Foundation for America's Libraries Grant in the amount of \$5,000.

PRIOR ACTION:

BACKUP: The purpose of this grant is to support school libraries with the greatest needs with the goal of encouraging all students to develop a love of reading and learning. Funds are used to purchase culturally diverse and updated books.

Annex A (2 pages) contains a copy of the grant report.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

## Grant Acceptance Form

<b>Name of Grant</b>	Laura Bush Foundation For America s Libraries
<b>Type of Funder</b>	Private Foundation
<b>Awarded Amount</b>	\$5,000
<b>Grant Funding Period</b>	Upon Award to December 31, 2022
<b>Project title</b>	Laura Bush Foundation for America s Library
<b>Program Coordinator</b>	Ellen Moynihan
<b>Purpose</b>	To support school libraries with the greatest needs with the goal of encouraging all students to develop a love of reading and learning. Funds are used to purchase culturally diverse and updated books.
<b>Description of the program</b>	The grant will be used to purchase culturally diverse books and replace outdated collections. These books will entice reluctant readers to fall in love with reading, and to see themselves in the literature they are exposed to. The books that will be purchased using this grant will be challenging academically, relevant to the lives of our students, and will be used to instill a great desire to learn about the world through text.
<b>Program location</b>	Belmont Street School
<b>Outcomes and Measures</b>	To increase student reading skills and library usage.



GEORGE W. BUSH  
INSTITUTE

Dear Belmont Street School,

Congratulations! The Laura Bush Foundation for America's Libraries is pleased to award your school a \$5,000 grant in response to your recent application.

Please take note of these next steps:

- 1) The school principal will need to sign, date, and return the Grant Agreement as soon as possible. This will be sent directly to Principal via DocuSign as an email. The library media specialist will be copied on this email for awareness only. Once we receive the signed agreement, we will arrange for payment as outlined in our Grant Agreement.
- 2) Per the grant guidelines of the Laura Bush Foundation, the grant is to be used to purchase school library books, e-books, and magazine requests as outlined in your grant application. Use of the funds for shelving or furniture of any kind, equipment (i.e.: computers, electronic readers, Kindles, etc.), staffing, software, videos, guides, tests or exams, classroom book sets, or similar items, is prohibited.
- 3) This award is under a temporary embargo from public disclosure, which means that your school cannot yet announce publicly that you have received this grant. We will send you an update in May with the date you can share this information and a draft press release for your use.
- 4) At the end of the grant cycle you will be asked to submit a grant report on how the funds were used. No documentation from you is required until these forms are distributed via email in April 2023.

Please contact us if you have any questions about your 2022 school library grant. We appreciate your commitment to improving your school library, and we look forward to hearing how your students have enjoyed their new books!

A handwritten signature in black ink, appearing to read "Anne Wicks".

**Anne Wicks**

**The Ann Kimball Johnson Director, Education Reform Initiative**



N. APPROVAL OF GRANTS  
Administration  
(August 9, 2022)

ITEM - gb #2-224  
S.C. MEETING - 8-18-22

ITEM:

To accept the UNUM Equitable Pathways Grant in the amount of 5,000.

PRIOR ACTION:

BACKUP: The purpose of this grant is to provide equitable opportunities for economically disadvantaged students to thrive. The pantry program provides students and families' access to nutritional resources and services designed to bridge academic and nonacademic barriers to learning such as adequate nutrition.

Annex A (1 page) contains a copy of the grant report.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

**Name of Grant:** UNUM Equitable Pathways

**Type of Funder:** Private Charity

**Awarded Amount:** \$5,000

**Grant Funding Period:** 2022-2023 school year

**Project title:** Sullivan Middle School Food Pantry Program

**Program coordinator:** Robyn Vautour

**Purpose:** To provide equitable opportunities for economically disadvantaged students to thrive. The pantry program provides students and families' access to nutritional resources and services designed to bridge academic and nonacademic barriers to learning such as adequate nutrition.

**Description of the program:** The food pantry reaches students in need by providing nutritional resources and programs that will focus on overall health, wellness and that are equitable for all. Students receive weekly backpacks of food and food is also delivered to families when needed. The funds received will support the purchase of food and other supplies that directly support the students.

**Program location:** Dr. Arthur F. Sullivan Middle School

**Outcomes and Measures:** To see an increase in attendance and improvement in general health and social-emotional health.

N. APPROVAL OF GRANTS  
Administration  
(August 9, 2022)

ITEM - gb #2-225  
S.C. MEETING - 8-18-22

ITEM:

To accept the SWIG School Water Improvement Grant from Mass. Clean Water Trust in the amount of \$150,000.

PRIOR ACTION:

BACKUP: The purpose of this grant is to provide the safest drinking water for children through the installation of 50 filtered water bottle filling stations in 25 schools to mitigate childhood lead exposure.

Annex A (5 pages) contains a copy of the grant report.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

## Grant Acceptance Form

**Name of Grant:** SWIG School Water Improvement Grant

**Type of Funder:** Mass. Clean Water Trust

**Awarded Amount:** \$150,000

**Grant Funding Period:** June 29, 2022 – June 29, 2023

**Project title:** **School Water Improvement Grant Fund**

**Program coordinator:** James Bedard & Kristen Tran

**Purpose:** To provide the safest drinking water for children through the installation of 50 filtered water bottle filling stations in 25 schools to mitigate childhood lead exposure.

**Description of the program:** This School Water Improvement Grant program will assist 25 Worcester Public Schools with deleading projects by providing funds for the procurement and installation of point-of-use filtered bottle filling stations.

**Program location:** Public School builds throughout the district. Locations are detailed in Grant Award.

**Outcomes and Measures:** Schools will have safe and accessible clean drinking water.



MASSACHUSETTS  
CLEAN WATER TRUST

June 29, 2022

Rachel H. Monárrez  
Superintendent  
Worcester Public School District  
20 Irving Street  
Worcester, MA 01609

Dear Dr Monárrez

It is our pleasure to announce Worcester Public School District's award of \$150,000 for the procurement and installation of 50 filtered water bottle filling stations. The School Water Improvement Grant (SWIG) was formulated from the Commonwealth's commitment to assist communities with mitigating childhood lead exposure, and we would like to commend your organization on taking this crucial step in protecting our most vulnerable population.

Attached to this letter you will find detailed instruction on completing the next steps for the program, major program requirements and the organization's award allocation. Additionally, this award package contains a copy of the Grant Agreement for your record, a grant questionnaire and other pertinent reference documents.

Please note that no funds will be disbursed until the executed agreement and questionnaire are received by the Trust.

If you have any questions about the content of the documents or about the program, please do not hesitate to reach out to us. The contact information for the program is listed on the following page.

Thank you for your commitment to providing the safest water possible to the students in your organization.

Susan E. Perez  
Executive Director  
MCWT

Cc: **Kristen Tran**

**SCHEDULE A**

1. Grant No.: **SWIG-22-15**
2. Grantee: **Worcester Public School District**
3. Grant Amount: **\$150,000**
4. Grant Agreement Date: June 29, 2022
5. Expiration Date: June 29, 2023
6. Number of total awarded fixtures per district: **50**
7. Total eligible fixtures per facility within district: as set forth on Schedule B.
8. Authorized Officers:
  - a. of the Trust: Susan Perez, Executive Director
  - b. of the Grantee: Dr. Rachel H. Monárrez, Superintendent
9. Addresses for Notices:
  - a. To the Trust:

Massachusetts Clean Water Trust  
One Center Plaza  
Boston, Massachusetts 02108
  - b. To the Grantee:

**Worcester Public School District**  
**20 Irving Street**  
**Worcester, MA 01609**

**SCHEDULE B****District Award Allocation by School**

<b>School/Facility Name</b>	<b>Number of Fixtures</b>	<b>Award Amount (\$)</b>
Alternative School at St. Casimir's	1	\$3,000
Belmont Street Community School	2	\$6,000
Burncoat Middle School	3	\$9,000
Burncoat Senior High School	6	\$18,000
Burncoat Street Preparatory School	1	\$3,000
Chandler Magnet School	1	\$3,000
Clark Street Community School	3	\$9,000
Doherty Memorial High School	4	\$12,000
Elm Park Community School	1	\$3,000
Flagg Street School	1	\$3,000
Gerald Creamer Center	2	\$6,000
Goddard School of Science and Technology	1	\$3,000
Grafton Street School	2	\$6,000
Heard Street Discovery Academy	3	\$9,000
Norrback Avenue School	2	\$6,000
Rice Square School	2	\$6,000
Tatnuck Magnet School	2	\$6,000
Thorndyke Road School	1	\$3,000
Union Hill School	3	\$9,000
University Park Campus School	1	\$3,000
Vernon Hill School	2	\$6,000
West Tatnuck School	1	\$3,000
Woodland Academy	2	\$6,000
Worcester Arts Magnet School	1	\$3,000
Worcester East Middle School	2	\$6,000

## EXHIBIT A

### Technical Requirements

- **Bottle Filling Stations, Filter Additions and Retrofit Units**, must be
  - constructed of a durable anti-microbial, anti-corrosion material or stainless steel;
  - certified to National Sanitation Foundation International (NSF) and American National Standards Institute (ANSI) standards for the number of contaminants that leach from the products into the drinking water (NSF/ANSI 61) and a maximum lead content by weight (NSF/ANSI 372);
  - contain a visible LED indicator for filter maintenance;
  - meet Americans with Disabilities Act (ADA) guidelines for reach range and wheelchair access
  
- **Filters and Replacement Filters**, must be
  - certified to NSF International /ANSI standards 42 and 53 for the removal of lead and other contaminants with documented evidence that the filters reduce lead below 1 ppb and
  - have at least a 3,000-gallon capacity.
  
- **Additional Recommendations from MassDEP:**
  - Particulate Filters. Utilizing a particulate filter in addition to the onboard filter could extend the useful life of fixtures and filters while decreasing the risk of filters being compromised by particulates.
  - Vandal-Resistant. For locations with heavy traffic or high-fixture-usage, consider the more durable construction found in vandal-resistant fixtures.
  - Filter Shut Off. MassDEP recommends the use of fixtures that will shut-off when the filter has reached the end of its service life.



O. GENERAL BUSINESS  
Administration/Novick/Clancey/  
Johnson/Kamara/Mailman  
(July 25, 2022)

CURRENT ITEM - gb 2-18.11  
S.C. MEETING - 8-18-22

1ST ITEM	gb 2-18	S.C.MTG. 1-20-22
2ND ITEM	gb 2-18.1	S.C.MTG. 2-3-22
3RD ITEM	gb 2-18.2	S.C.MTG. 2-17-22
4 TH ITEM	gb 2-18.3	S.C.MTG. 3-3-22
5 <sup>th</sup> ITEM	gb 2-18.4	S.C. MTG. 3-17-22
6 <sup>th</sup> ITEM	gb 2-18.5	S.C. MTG. 4-7-22
7 <sup>th</sup> ITEM	gb 2-18.6	S.C.MTG. 5-5-22
8 <sup>th</sup> ITEM	gb 2-18.7	S.C.MTG. 5-19-22
9 <sup>TH</sup> Item	gb 2-18.8	S.C.MTG. 6-2-22
10 <sup>th</sup> Item	gb 2-18.9	S.C.MTG. 6-16-22
11 <sup>th</sup> ITEM	gb 2-18.10	S.C.MTG. 7-21-22
12 <sup>th</sup> ITEM	gb 2-18.11	S.C.MTG. 8-18-22

ITEM:

Response of the Administration to the request to update the community on the Worcester Public Schools and COVID.

ORIGINAL ITEM: Ms. Novick/Ms. Clancey/Mr. Johnson/Ms. Kamara/  
Ms. Mailman (January 12, 2022)

Request administration update the community on the Worcester Public Schools and COVID.

PRIOR ACTION:

1-20-22 - Superintendent Binienda provided the updated COVID results as follows:  
Week of January 14-January 20

Students

-936 positive cases

-36 quarantined

Staff

-142 positive cases

-1 quarantined

Test and Stay cases:

Students

-922

Staff

-42

Ms. Novick asked that the Administration continue to enforce mask wearing especially for staff.

She also asked the Administration to contact Honeywell in order to provide a report on the feasibility of moving the portable filters into cafeterias that do not currently run them.

On a roll call of 7-0, the item was held for an update at each meeting.

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Provide an update and hold for the next meeting.

PRIOR ACTION (continued)

2-3-22 - School Committee Member Novick asked if the Administration is planning for another vaccination clinic and urged it to communicate on a regular basis with families regarding the importance of vaccinations. She also asked if the Administration had heard from Honeywell regarding relocation of the portable ventilation units to cafeterias.

Mr. Allen stated that Honeywell had supported the use of the portable units in the cafeterias.

Superintendent Binienda stated that she would provide more information regarding vaccine clinics at the next School Committee meeting.

Superintendent Binienda provided the updated COVID results as follows:

Week of January 28-February 3

Students

-243 positive cases

-20 quarantined

Staff

-48 positive cases

-0 quarantined

Test and Stay cases:

Students

-290

Staff

-25

School Committee Member McCullough made the following motion:

Request that the Administration consider lifting the spectator restrictions at student sport events by Wednesday, February 9, 2022, pending the City Manager's decision.

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

Hold for the next meeting.

2-17-22 - Superintendent Binienda provided an update on the COVID cases for February 11-17:

Students 68 positive

Staff 19 positive

Test and Stay 62 positive students and 5 positive staff

74% of staff are vaccinated

19% of students are vaccinated (two shots)

16,983 students have received one shot

**(continued on Page 3)**

PRIOR ACTION (continued)

- 2-17-22 - School Committee Member Mailman stated that she reviewed the data on the state website for the MIIS (Massachusetts Immunization Information System) which indicated that 5-11 year olds were 38.9% vaccinated and 12-15 year olds were 72% vaccinated. She requested that the Superintendent's weekly email update should also contain vaccine updates for students and staff.  
School Committee Member Kamara requested that the update include graphs indicating the numbers by positive cases and vaccinations broken down by quadrants.  
Hold for updates at the next meeting.
- 3-3-22 - Superintendent Binienda provided the updated COVID results as follows:  
Week of February 18 through March 3  
Students  
-36 positive cases  
-0 quarantined  
Staff  
-10 positive cases  
-0 quarantined  
Test and Stay cases:  
Students  
-24  
Staff  
-4  
Superintendent Binienda stated that she would provide more information regarding vaccine clinics at the next School Committee meeting.  
School Committee Member Mailman asked if there were any updates on the number of vaccinations.  
Superintendent Binienda stated that she would be forwarding them to the School Committee members on Friday, March 4, 2022.  
Vice-Chair Johnson asked if the vaccination numbers had changed.  
Superintendent Binienda stated that the numbers come from the Department of Public Health who are the ones who provide the vaccination shots.  
School Committee Member Kamara requested that the Administration invite Dr. Castiel to a School Committee Meeting to provide an updated report regarding vaccination clinics, the number of people who have received vaccinations and indicate what has been done throughout the city.  
On a roll call of 6-0-1 (absent Ms. Novick), the item was held for the next meeting. **(continued on Page 4)**

## PRIOR ACTION (continued)

3-17-22 - Superintendent Binienda provided the COVID-19 numbers for the week of March 3 through March 11.

Students

13 positive

0 quarantined

22 Test and Stay

Staff

6 positive

0 quarantined

0 Test and Stay

Member O'Connell-Novick asked for the districtwide vaccination numbers. Superintendent Binienda reported the following DPH numbers from March 7, 2022:

Of the 23,829 WPS students, 2,722 have received one dose, 8,238 have received 2 doses and 815 have received a booster (3 doses). The number of students in compliance is 9,049 or 37.97 percent. The total number of students who have received at least one dose is

11, 860 or 49 percent.

Superintendent Binienda stated that the district is partnering with UMASS and DPH to provide vaccination clinics for staff and students. She also stated that DESE provided extra test kits and that 19,100 tests were received last week and another 56,000 are expected within the next few days.

It was moved and voice voted to hold the item for updates at the next meeting.

4-7-22 - Superintendent Binienda provided the COVID-19 numbers for the week of April 1 through April 7.

Students

33 positive

1 quarantined

115 Test and Stay

Staff

24 positive

0 quarantined

13 Test and Stay

Mayor Petty asked if the number of cases per school could be provided to the parents.

Superintendent Binienda stated that she discussed this with the health professionals who have suggested that that information not be published. Member Novick asked that the data on the website be updated weekly and inquired as to whether or not there are elevated levels of absences among students and staff.

Superintendent Binienda stated that there is a slightly elevated level of absences due to a stomach flu occurring in the schools.

On a roll call of 7-0, the item was held for updates at the next meeting.

**(continued on Page 5)**

PRIOR ACTION (continued)

5-5-22 - Superintendent Binienda provided the COVID-19 numbers for the week of April 29 through May 5th.

Students

131 positive  
0 quarantined  
304 Test and Stay

Staff

60 positive  
0 quarantined  
22 Test and Stay

She stated that the Commissioner of Education extended the Test and Stay until the end of the school year due to the increases in COVID cases. She also stated that the City Manager will be releasing a statement on May 15<sup>th</sup> regarding requirements for staff regarding the vaccinations and testing.

Ms. Novick stated that she would like her colleagues to remember that they are their own independent bargaining units when it comes to dealing with vaccinations and the staff. The City Manager sets policy for the City side not for the school side. She asked for an update on the vaccinations of students and staff.

Superintendent Binienda stated that the regular vaccinations for students are almost all up to date. A ConnectEd message will be sent out regarding the second set of COVID shots for students and staff. The City has been running vaccination clinics and she will get the data from them to provide to the School Committee at a later date. On a roll call of 7-0, the item was held for updates at the next meeting.

5-19-22 - Superintendent Binienda provided the COVID-19 numbers for the week of May 13 through May 19.

Students

252 positive (1 quarantined), 449 Test and Stay

Staff

84 positive, 45 Test and Stay

Superintendent Binienda strongly recommended that students and staff wear masks and encouraged vaccinations and boosters.

The update on vaccinations is as follows:

First Dose	1,929 (8.1%)
Second Dose	8,469 (35.55%)
Booster	(6.74%)

Totally Compliant (at least one dose) 50.37 %

The information will be posted on the WPS website.

On a voice vote, the item was held for updates at the next meeting.

**(continued on Page 6)**

PRIOR ACTION (continued)

6-2-22 - Superintendent Binienda provided the COVID-19 numbers for the week of May 27th through June 2nd.

Students

99 positive

0 quarantined

204 Test and Stay

Staff

27 positive

0 quarantined

10 Test and Stay

She stated that the COVID test kits were ordered for summer school and the medical waiting rooms and the CNAs will be maintained for summer school and for the 2022-23 School Year. State guidelines have changed to only test symptomatic students and the Administration needs to have a discussion whether to purchase the test and stay kits.

Member Clancey asked how much it would cost the system to purchase the test and stay kits.

Superintendent Binienda stated that the Administration will have to inquire of the cost of the kits.

Member Novick stated that there are monies from the ESSER grant was set aside to help combat the pandemic.

Superintendent Binienda stated that the ESSER monies that was put aside is for the contract with the Family Health Center to provide testing for students and for PPEs.

Member Novick inquired as to the ongoing efforts to increase vaccination rates. She also asked if the Administration is planning to take down the Plexiglas over the summer.

Superintendent Binienda stated that students can receive the vaccinations though the Department of Public Health and summer clinics will begin prior to the 2022-23 school year. She also stated that a discussion will take place with Mr. Allen, Mr. Bedard and Mr. Pezzella to remove the Plexiglas within the schools.

On a roll call of 7-0, the item was held for updates at the next meeting.

6-16-22 - Superintendent Binienda provided the following update on COVID cases for June 10-June 15:

Students

41 positive

0 quarantined

68 Test and Stay

Staff

24 positive

0 quarantined

5 Test and Stay

Member Johnson asked if the district was going to be participating in the Test and Stay program when school reconvenes in the Fall and Superintendent Binienda stated that the Commissioner will be providing an update in July.

It was moved and voice voted to hold the item for the July meeting.

PRIOR ACTION (continued)

7-21-22 - Dr. Monárrez provided the following update on COVID cases from July 15<sup>th</sup> through the 21<sup>st</sup>:

Students

0 –summer school students are not being tested

Staff

6 positive

Dr. Monárrez recommended that the Administration keep track of the COVID data for the first two months before recommending that the School Committee consider filing the item.

Member Johnson asked for an updated report regarding the participation in the Test and Stay program when school reconvenes in the Fall.

Dr. Monárrez stated that she will provide a response at the next School Committee Meeting..

It was moved and voice voted to hold the item for the July meeting.

O. GENERAL BUSINESS  
Novick/Clancey/Johnson/Kamara/Mailman/  
McCullough  
(August 9, 2022)

ITEM - gb 2-74.2  
S.C. MEETING - 8-18-22

ITEM:

To consider an update on the municipal broadband committee.

PRIOR ACTION:

- 3-3-22 - On a roll call of 6-0-1 (absent Ms. Novick), the item was held.
- 3-17-22 - Member O'Connell-Novick stated that the meeting of the municipal broadband committee was cancelled and requested that the item be held for April.
- 4-7-22 - On a roll call of 7-0, the item was held for the meeting of April 7, 2022. Member Novick stated that conversations have begun with Google and Sci-Fi regarding broadband and discussion for an RFP for a consultant to study the needs of the district. Superintendent Binienda stated that the Worcester Research Bureau has put together a report on municipal broadband which will be published on Monday, April 11, 2022. Dr. Kyriazis provided an update on the municipal broadband and stated that federal benefits will be decreased from \$50 to \$30. All Worcester public school families are eligible to apply for this benefit which can be accessed through the WPS and the Caregivers Academy websites and on social media. Mr. Walton discussed the 8500 hotspots that the system obtained for one year during the pandemic through the Emergency Connectivity Fund and will apply for additional funding for one more year of them.

BACKUP: Annex A (20 pages) contains a copy of the WRRB-Boosting-Broadband-Report-Final.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Provide update.



PRIOR ACTION (continued)

- 7-21-22 - Mr. Walton stated that the Worcester broadband committee consists of stakeholders from the City government, school district policymakers, business community organizations and universities. The committee was tasked with long term sustainable planning and the potential for municipal broadband provided in Worcester. The district reported out at each meeting on the progress regarding the continuous effort to sustain and improve home internet access for WPS families. Member Novick stated that Scott Bradshaw from SciFi provided a presentation at the broadband committee's last meeting. There was some concern expressed during the committee's meeting regarding the level of poverty in the community and the different level of funding. Verizon representatives will be making a presentation at a future meeting.
- On a voice vote, the item was held for the next update.



The Research Bureau

# Boosting Broadband:

Access, Performance, Improvements, and Funding

Report 22-01

April 2022

Research in the Public Interest

Worcester Regional Research Bureau, Inc.

390 Main Street, Suite 208, Worcester, MA 01608 • 508-799-7169 • [www.wrrb.org](http://www.wrrb.org)

*Online Resources: A Tableau Data Dashboard was made to supplement this report and is available on The Research Bureau's website at [www.wrrb.org](http://www.wrrb.org). The dashboard covers broadband access, connection speed, and examines Worcester Public Schools student access data to serve as an additional public resource for exploring broadband data.*

### **Introduction**

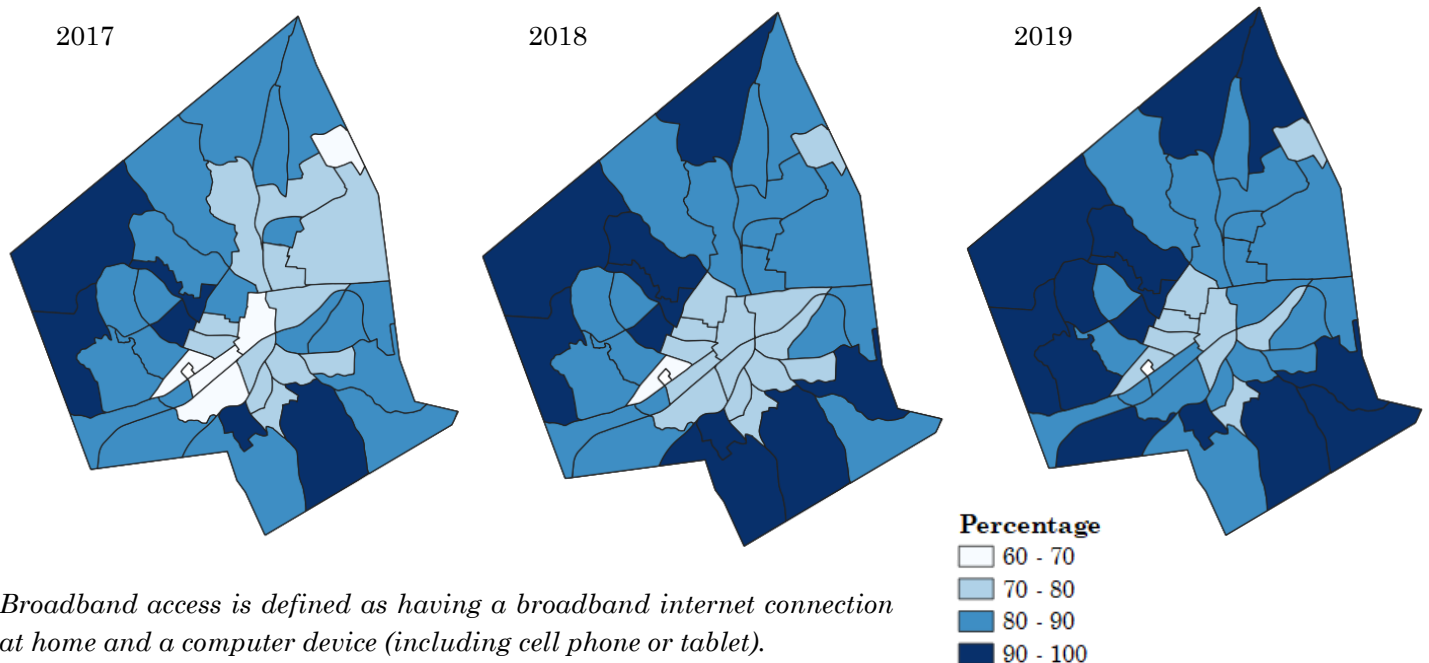
The COVID-19 pandemic caused major changes in how businesses and schools operate. The Pew Research Center estimates that 71% of workers whose jobs could be done remotely are now working remotely. Only 20% of these workers were previously working remotely. This shift to remote work seems likely to persist into the future, with a majority of those now working from home hoping to remain remote. Worcester Public Schools (WPS) was one of the school districts that transitioned to online learning during the pandemic as did the higher education institutions in the city. Pandemic-induced changes to everyday life in Worcester highlighted the lack of broadband access and the weaknesses of existing infrastructure. A notable illustration of the city's dependency came on Jan. 4, 2021, when Charter Spectrum experienced a significant outage on the first day of remote schooling after the holidays.

In July of 2020, the Worcester Regional Research

Bureau released a report, *Broadening Broadband*, that documented access issues, examined municipal broadband as a potential remedy, and laid out the city's challenging broadband market. Charter-Spectrum acts as a near total monopoly, which restricts consumer choice and bargaining power. Following a recommendation in that report, the City created a Municipal Broadband Taskforce (including the WRRB) to investigate improvements to broadband infrastructure.

This document expands on that report, by looking at three years of data, examining internet connection speed, and WPS student access. This report is structured in four sections, each centered around a core question: How has broadband access in Worcester changed over the past three years? How is our current broadband infrastructure performing? What can be done to improve broadband in Worcester? How are the federal and state governments supporting broadband access initiatives?

### **Map 1: Percentage of Households with Broadband Access by Census Tract**



*Broadband access is defined as having a broadband internet connection at home and a computer device (including cell phone or tablet).*



## Part 1: How has broadband access in Worcester changed over the past three years?

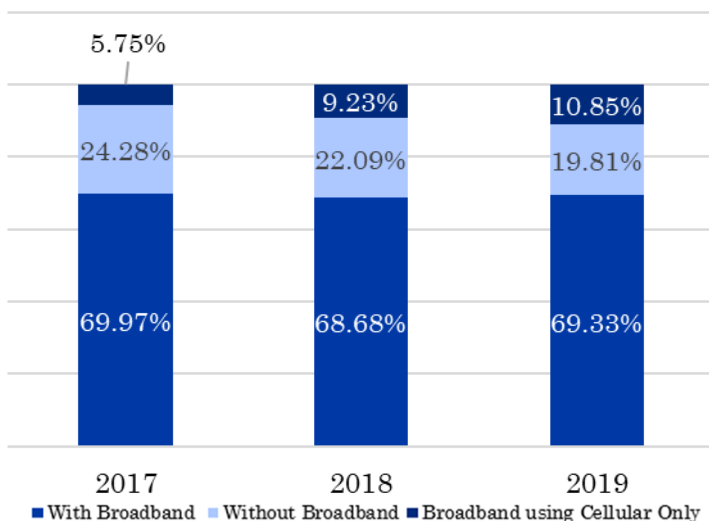
To better understand how broadband internet access has changed, this report uses American Community Survey (ACS) data from 2016 through 2020.

The Federal Communications Commission (FCC) defines broadband internet connections as an always on connection having a download speed of at least 25 Mbps and an upload speed of at least 3 Mbps. ACS data is subject to human error on the part of the respondent, since they may not know if their internet connection speed meets the FCC threshold for broadband. However, what is most meaningful from this survey data is examining changes to broadband access over time.

### Broadband Connections Over Time

Over the past four years, a greater share of Worcester’s population has a broadband internet connection. In 2017, 24.28% of Worcester households did not have a broadband connection at home, falling to below 19% in 2020. At first glance this progress is an encouraging sign, however to better understand the state of broadband internet in Worcester it is important to disaggregate the available data.

**Chart 1: Household Broadband Access by Year**

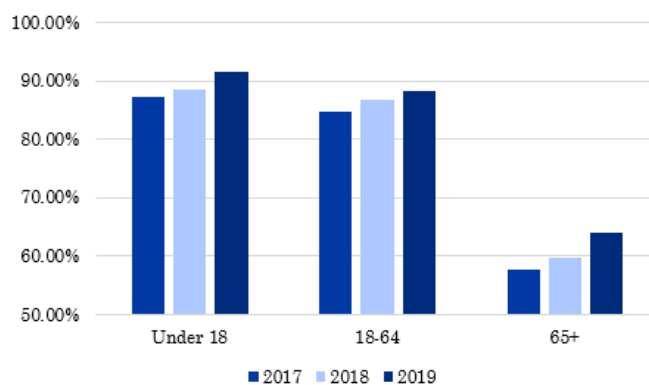


Source: 5-year American Community Survey

Not all broadband connections are equal. Speed of a connection can be a major limiting factor for users. Type of device connecting to the internet also impacts what the user is able to do. A laptop or desktop computer offers numerous applications that are unavailable to cell phone users, many of which are necessary for work from home.

More households have a broadband internet connection but that growth is almost entirely driven by cell phone users (Chart 1). *If you remove cell phone only users, broadband access has actually shrunk in the city over the past four years.* This highlights a key question about broadband internet in the city - is measuring broadband access alone sufficient for understanding the digital divide? The answer depends entirely on the goals of the City and its view towards the internet.

**Chart 2: Broadband Access by Age**



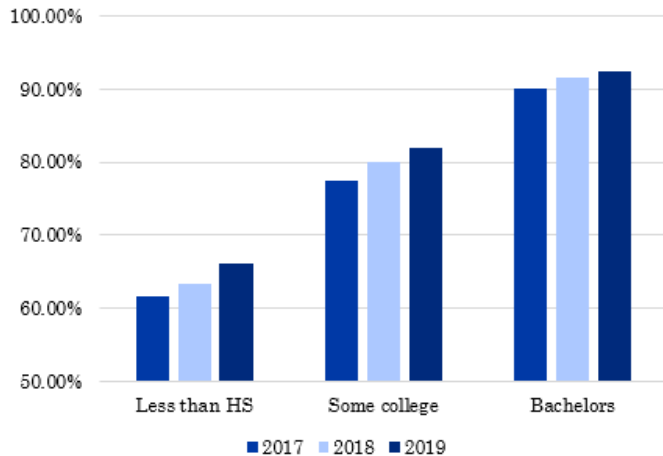
Source: 5-year American Community Survey

There are two primary barriers to internet access, access to a broadband internet connection and the quality of computing devices. Charts 2, 3, 4, 5, and 6 all present demographic data on broadband access in Worcester. Broadband access is defined as having a computer (laptop, desktop, tablet, or cell phone) and a broadband internet connection at home. A large digital divide in the city exists along age lines and levels of education. Older Worcester residents (65 years and older) and Worcester residents with less formal education are more likely to not have a broadband connection.



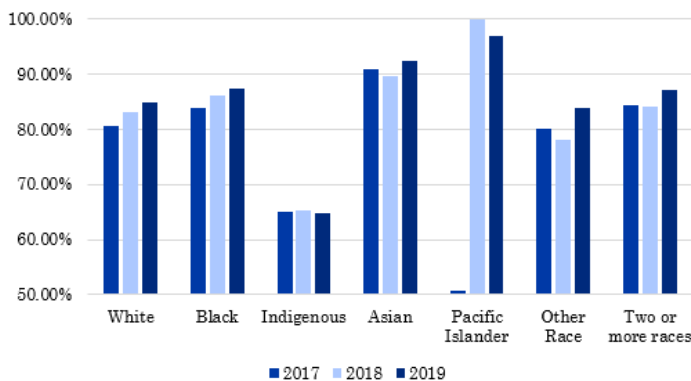
Some of the broadband access gap is due to individual preferences. A 2021 Pew Research poll found that 70% of individuals without a broadband internet connection did not want one. This finding is consistent with previous Pew

**Chart 3: Broadband Access by Education**



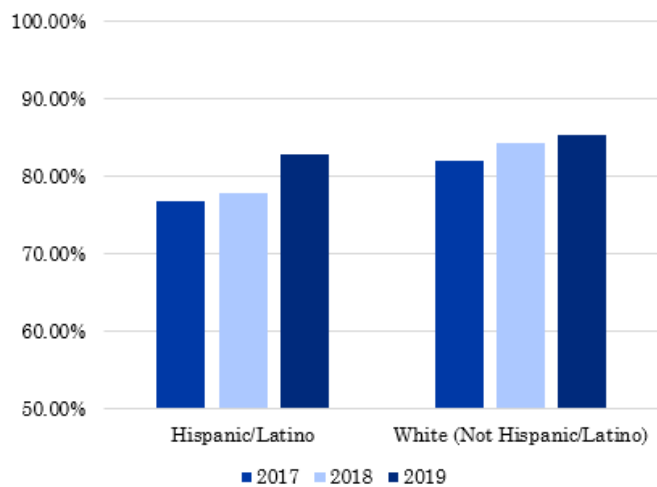
Source: 5-year American Community Survey

**Chart 4: Broadband Access by Race**



Source: 5-year American Community Survey

**Chart 5: Broadband Access by Ethnicity**

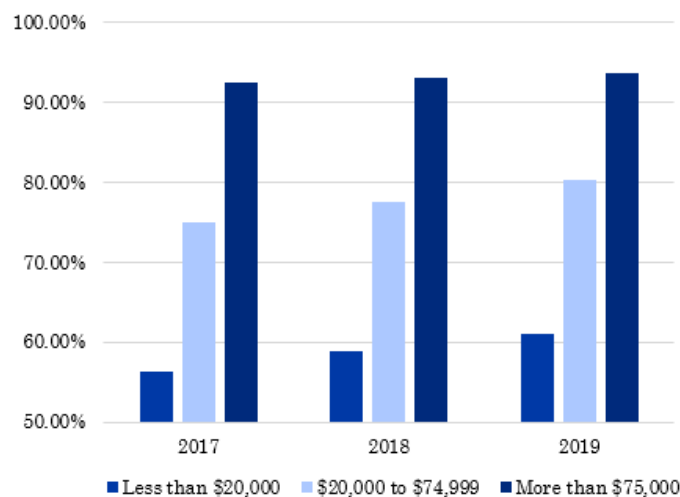


Source: 5-year American Community Survey

Research findings but is based on a relatively small sample of 1,502 U.S. adults. While these results may not directly translate to Worcester, they do suggest that some people may not want broadband at home.

Chart 6 presents one of the most concerning disaggregation of the digital divide in Worcester. In 2019, only 61% of low-income households had a broadband internet connection at home, compared to 93.7% of households earning more than \$75,000 annually. Research has found that broadband access improves economic outcomes for households, allowing individuals easier access to job applications, e-recruiting, and expanded digital fluency skills. It is difficult to quantify broadband access' impact on household income, but the economic opportunities it provides are unquestionably valuable. During the pandemic, the need for telehealth has grown, a critical resource only available to those who can get online. The benefits of a broadband connection on civic engagement and participation are also significant.

**Chart 6: Broadband Access by Household Income**



Source: 5-year American Community Survey

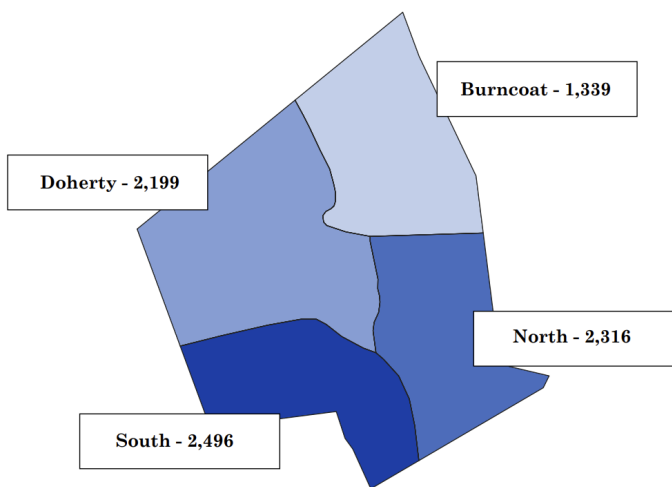
**Worcester Public Schools**

ACS data is subject to some margin of error. The survey uses a representative sample of the population and individuals can misinterpret the



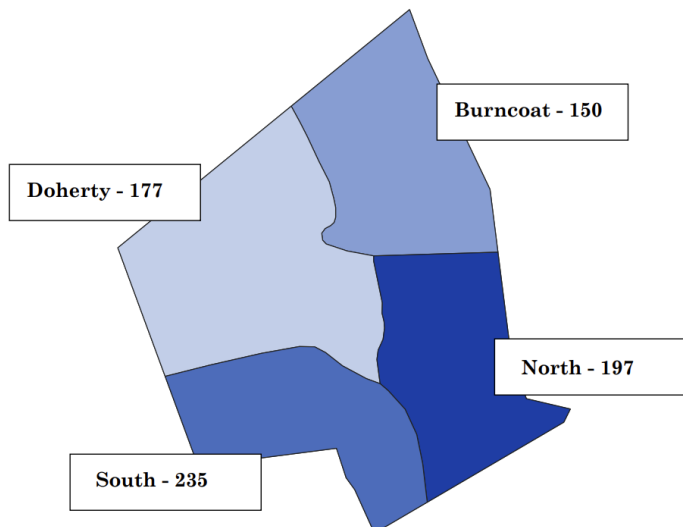
questions. In partnership with the Worcester Public Schools, [Education Superhighway](#) (a national education non-profit) conducted an analysis of broadband access for WPS households. Data was provided from the ISPs operating in Worcester describing what households do not currently have broadband internet access and what households cannot have broadband internet access. Exact reasons for why households cannot have access were not provided, but potential explanations are outstanding bills, lack of existing coax cable to building or unit, and complications for multi-unit buildings.

**Map 2: WPS Students Without A Broadband Subscription (March 2021), by Quadrant**



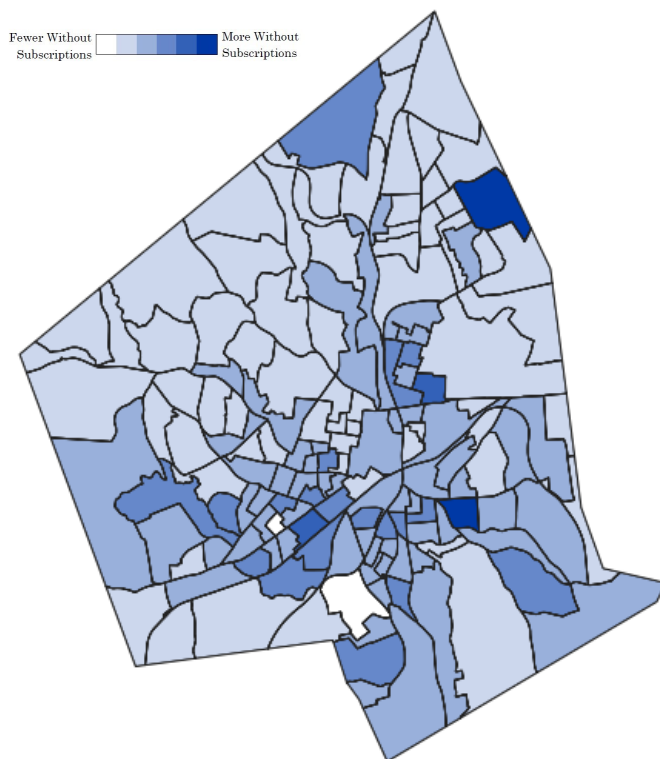
Source: Worcester Public Schools

**Map 3: WPS Students That Cannot be Serviced ISPs (March 2021), by Quadrant**



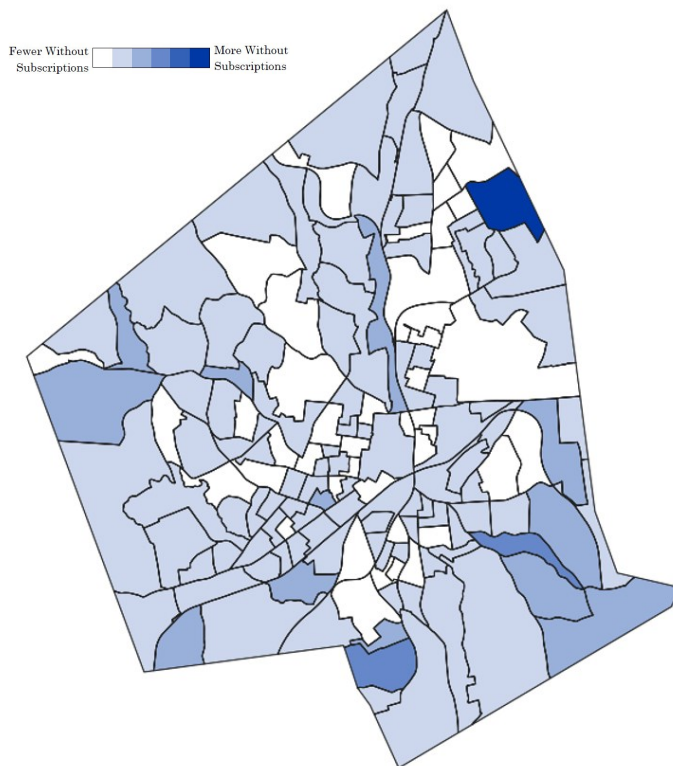
Source: Worcester Public Schools

**Map 4: WPS Students Without A Broadband Subscription (March 2021), by Census Tract**



Source: Worcester Public Schools

**Map 5: WPS Students That Cannot be Serviced by ISPs (March 2021), by Census Tract**



Source: Worcester Public Schools





In March of 2021, 8,509 WPS students did not have broadband internet service at home. 788 WPS students could not be serviced by major ISPs operating in the city. It is important to stress that this data was collected in March of 2021. It is possible that this number would change as families transition in and out of WPS.

Examining the school quadrants (maps 2 and 3), find issues of access across the city but particularly in the North, South, and Doherty quadrants. Maps four and five show concentrated lack of access in Main South and Great Brook Valley. 34% of WPS students lacked broadband service at home and 3.1% of students could not receive service at their homes.

**FCC Assistance to Households**

As a federal response to the pandemic, the FCC launched the [Emergency Broadband Benefit](#) (EBB) program in May 2021. Using \$3.2 billion in federal funding to assist low income families particularly hard hit by the pandemic, this program provided up to \$50 a month to qualifying households for a subsidy to their internet bill. Using FCC data, Chart 7 shows the number of households in Worcester that were enrolled in the EBB by local

Chart 7: 2021 EBB Enrollment as of...					Maximum Cumulative Subsidy by Zip Code	2022 ACP Enrollment as of March	Maximum Monthly Subsidy by Zip Code
Zip Code	Sept. 1	Oct. 1	Nov. 1	Dec. 30			
01602	308	391	485	660	\$92,200	738	\$22,140
01603	554	716	890	1,150	\$165,500	1,371	\$41,130
01604	843	1,010	1,265	1,687	\$240,250	1,962	\$58,860
01605	1,113	1,401	1,705	2,201	\$321,000	2,563	\$76,890
01606	233	297	354	458	\$67,100	540	\$16,200
01607	250	324	406	538	\$75,900	619	\$18,570
01608	209	279	346	450	\$64,200	547	\$16,410
01609	553	700	877	1,095	\$161,250	1,257	\$37,710
01610	1,011	1,285	1,603	2,081	\$299,000	2,439	\$73,170
01611	23	31	34	39	\$6,350	47	\$1,410
<b>TOTAL</b>	<b>5,097</b>	<b>6,434</b>	<b>7,965</b>	<b>10,359</b>		<b>12,083</b>	
<i>Maximum Monthly Subsidy by Date</i>	\$254,850	\$321,700	\$398,250	\$517,950		\$362,490	

zip code and month of enrollment, while detailing the maximum monthly potential subsidy by both zip code and month. By December 2021, Worcester had a total of 10,359 households participating in the EBB, for a total of \$517,950 in maximum monthly benefits for city residents.

According to [Education Superhighway](#), both the EBB program and its predecessor the Lifeline Program, experienced limited adoption compared to potential participants. As of 2019, Lifeline had 7.7 million households enrolled out of 32.5 million eligible, for an adoption rate of 24%, and as of October 2021, only 16.4% of EBB eligible households were enrolled, or 6.1 million out of 37 million.

Since the EBB was intended as an interim measure, in 2022 participants are transitioning into a new long-term \$14 billion [Affordable Connectivity Program](#), which “helps ensure that households can afford the broadband they need for work, school, healthcare and more.” EBB participants continued to receive benefits from this new program until March 2022, to allow them time to transition to the new program guidelines. This program has substantially larger funding to serve anticipated need over the next five years, while offering qualifying families up to \$30 monthly towards internet service, as well as a one-time discount of up to \$100 for the purchase of a laptop, desktop, or tablet. As shown above, by March 2022, Worcester’s enrollment in the ACP had grown to 12,083 households, and WPS is undertaking an outreach campaign to boost awareness by student families.



In March of 2020, the WPS transitioned to all students learning remotely. Utilizing \$360,000 in [Emergency Connectivity Funds](#), WPS provided 7,700 Wi-Fi hotspots to students without consistent internet connections at home. To address students' needs for devices to access the internet, WPS spent \$7.2 Million to purchase 23,000 Chromebooks. These stop-gap measures support the need during an emergency, but requires adequate budget resources as a long term initiative. WPS began hybrid learning in March of 2021, however, as more educational resources transition to being online, students without internet access at home will continue to find themselves at a disadvantage.

To serve their schools and facilities, WPS has a total of 2,661 Wi-Fi access points in the schools, updated every five years with funding from the [E-Rate](#) program. The latest such update will replace 1,600 access point, with E-Rate covering 85% of the \$3.2 Million cost. These access points are served by a lit fiber network provided by Crown Castle, with E-Rate covering 90% of the costs.

COVID-19 forced school districts across the country to adapt new technology plans for remote learning. The City of Las Vegas opted to implement a long-term solution to the problem by creating a city-wide broadband network. In December of 2020, Las Vegas finalized a city-wide wireless network using CBRS technology. The City used \$1 million of federal COVID aid to help fund the project. It took the City just 45 days to deploy the necessary hardware for the project.<sup>4</sup> The City plans to use the private network to implement Smart City programs in the future.

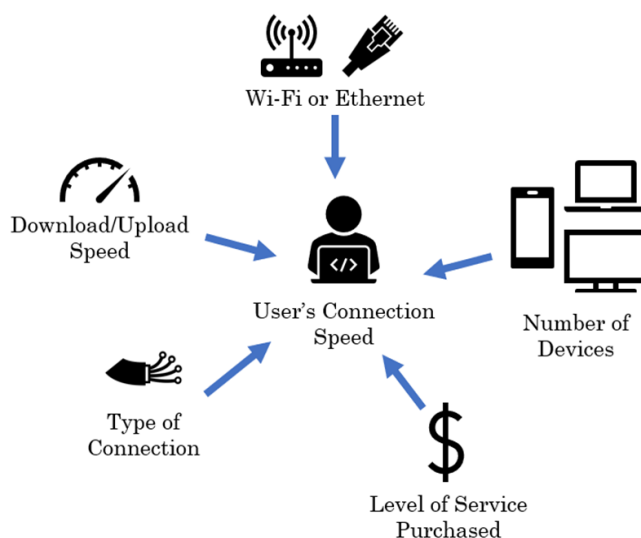
## Takeaways

- **Broadband access has improved in Worcester across all demographic groups:** More people in Worcester are getting online each year. The share of households without a broadband connection fell nearly five percentage points since 2016.

- **Expanded cell phone usage is driving broadband access:** Cell phone users are driving broadband expansion in the city. Just looking at total broadband numbers presents an encouraging view of broadband internet access in Worcester. However, if the goal is to expand economic opportunities, a laptop or desktop computer provides more resources than a cell phone.
- **Large disparities in broadband access still exist:** Even as broadband access in the city improves, low income households lag behind. A free market approach could allow for more access with different levels of service. However, Worcester does not operate in a traditional free market, with one ISP providing service to over 99% of the city. As such, government attention is necessary to address such access gaps.

## Part 2: How is our current broadband infrastructure performing?

A shift to remote work and remote learning puts additional strain on the city's broadband infrastructure. To understand policy priorities and options it is crucial to have a cursory knowledge of what factors impact the speed of internet connection for a user.





**Type of Connection**

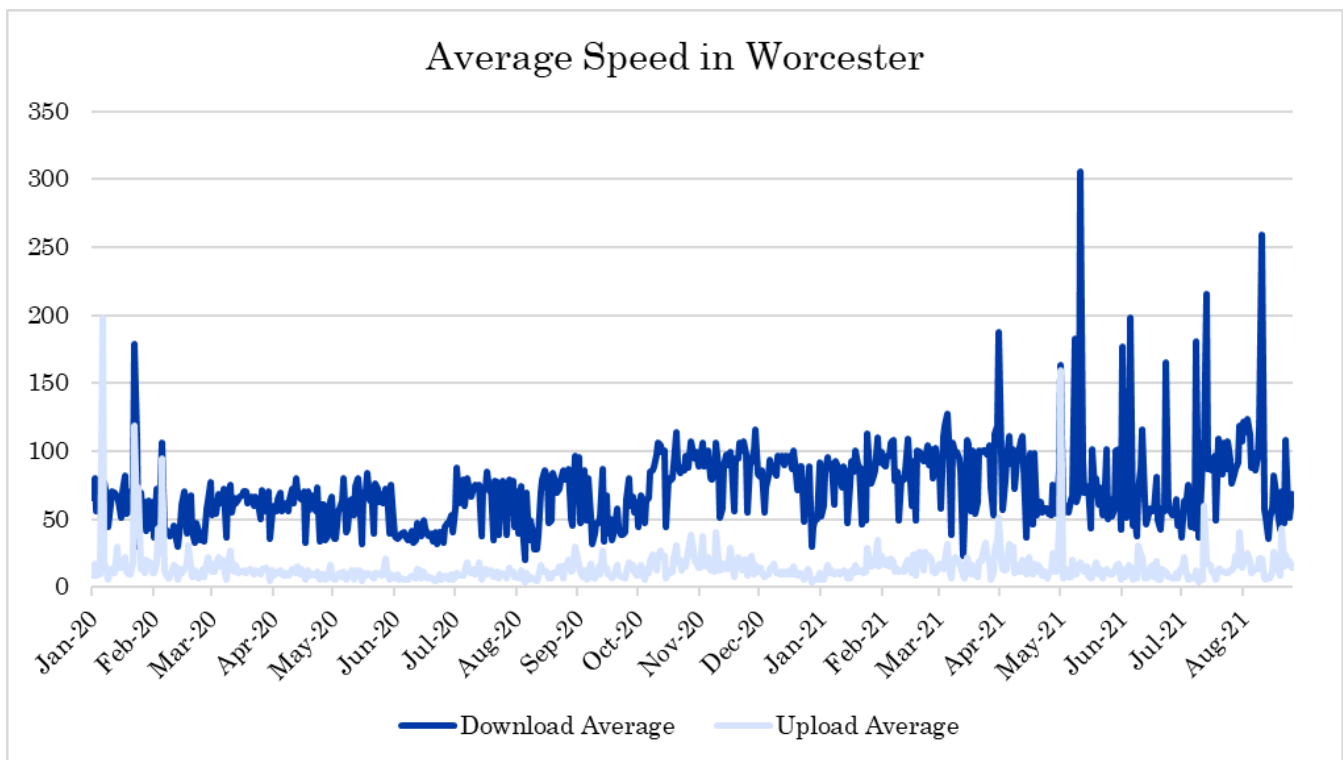
The six most commonly deployed methods of connecting to the internet are dial up, DSL, cable, satellite, fiber, and cellular. Dial up uses public switched telephone network lines to connect, sending an analog signal. Digital subscriber line (DSL), connects via telephone lines, but unlike dialup DSL sends digital data. Cable uses cable television lines to connect a user’s modem to a cable modem termination system via coaxial cables. Satellite connections are established when a signal is transferred from a ground station to an orbiting satellite then back down to the user’s home dish. Fiber connects the user to the internet with fiber optic cables. Fiber cables use light pulses to transmit information instead of electronic pulses. Cellular users connect to the nearest cell tower by sending radio frequencies from their device.

All six of these methods of connection are used by various Internet Service Providers (ISPs) across the country. Satellite is commonly used in rural areas where establishing cable connections is difficult and inefficient. Dial up has largely been

phased out by DSL as it uses the same infrastructure but is superior in speed. Cable connections are the most commonly used by Americans, much of this due to the existing cable infrastructure and the faster speed they offer compared to DSL. Cellular connections continue to get faster. 5G (Fifth Generation) mobile networks use the same general technology as 4G but sends the signal using higher radio frequencies and smaller, closer together transmitters. Fiber optic cables provide significantly more bandwidth than copper cables of the same size. **Fiber offers the highest speeds but is limited by its infrastructure.** Many communities lack fiber as an option for internet connection because they do not have cables installed or cables are “dark,” not active.

Internet user’s connection type is dependent upon the infrastructure available. Cost removed, fiber provides the fastest service but is not available to many households. Cellular connection speeds in one city may be drastically different than those available in another due to the number of transmitters present.

**Chart 8: Average Speed in Worcester**



Source: Measurement Lab (M-Lab)



### Level of Service Purchased

Most ISPs offer customers choice when it comes to speed of connection. In Worcester, Charter-Spectrum offers three levels of speed for three different prices. The prices below may vary based upon promotional deals, bundles, or subsidies. Regardless of changes in exact cost, Charter-Spectrum provides faster service for more money.

Cost	Speed
\$49.99/month	Up to 200 Mbps Download
\$69.99/month	Up to 400 Mbps Download
\$109.99/month	Up to 1 Gbps Download

Source: Charter-Spectrum Advertised Costs in Worcester

### Download/Upload Speed

Connection speed is given as two values, download and upload speed. The download speed measures how much information you receive per second from the internet. The upload speed measures how much information you share per second to the internet. Cable internet provides asymmetrical download and upload speeds. Download speed is a factor for loading web pages,

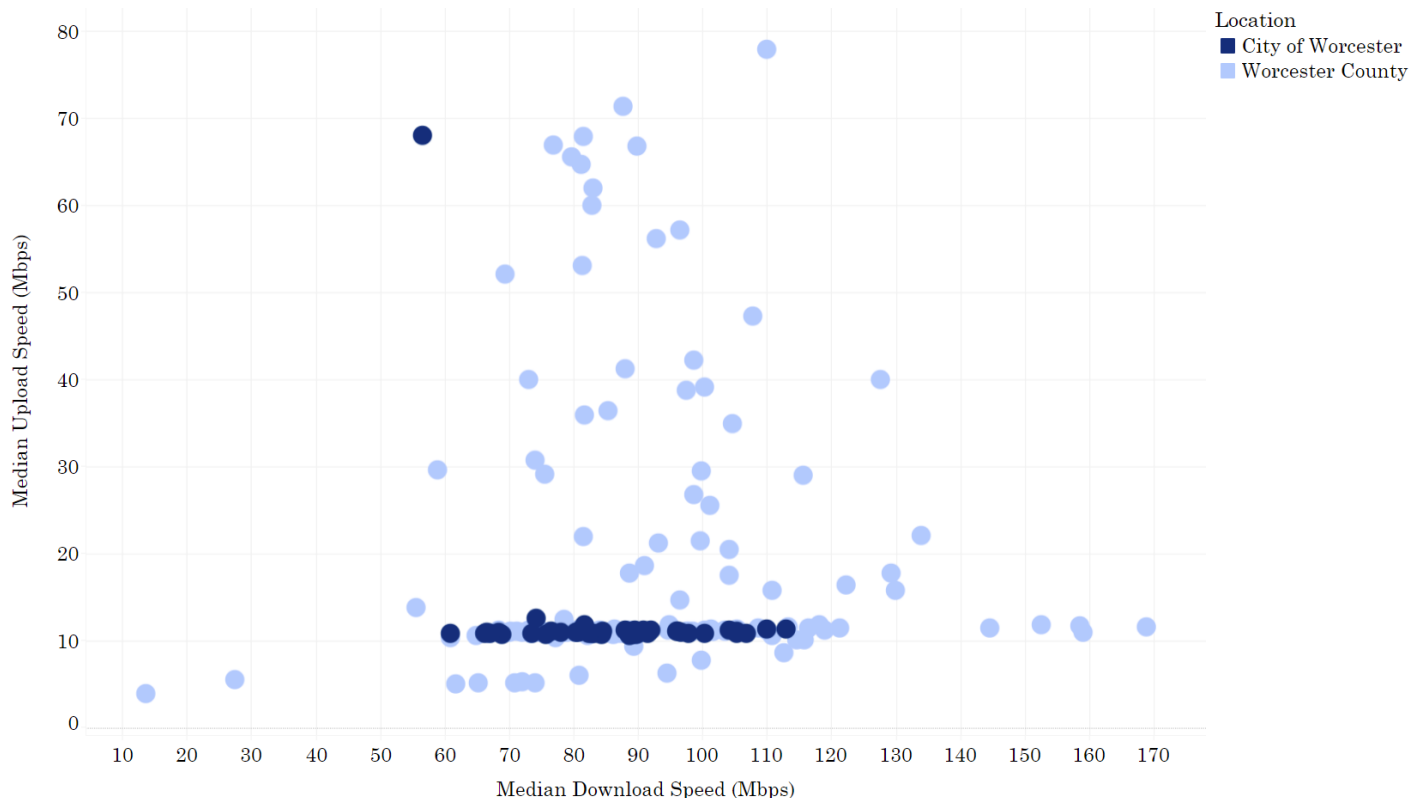
downloading files, and streaming content. Upload speed is a factor for video conferencing, sending emails, gaming, or uploading files to the cloud.

Upload speed has become more important over time, and the need for greater upload speed was accelerated during the pandemic. [Remote schooling and remote work rely heavily on video conferencing software which requires fast upload speeds.](#)

### Wi-Fi or Ethernet

Modems are devices used to connect a home to the internet by cabled connection. Modems convert the connection from coax, DSL, or fiber to ethernet. An ethernet cable is then used to connect the modem to the router. The router creates a private network that all devices in the home can access and moderates the flow of traffic from those devices. Routers can be wired or wireless. A wireless router communicates with the Wi-Fi network in the home to allow devices to connect wirelessly. A wired router requires users

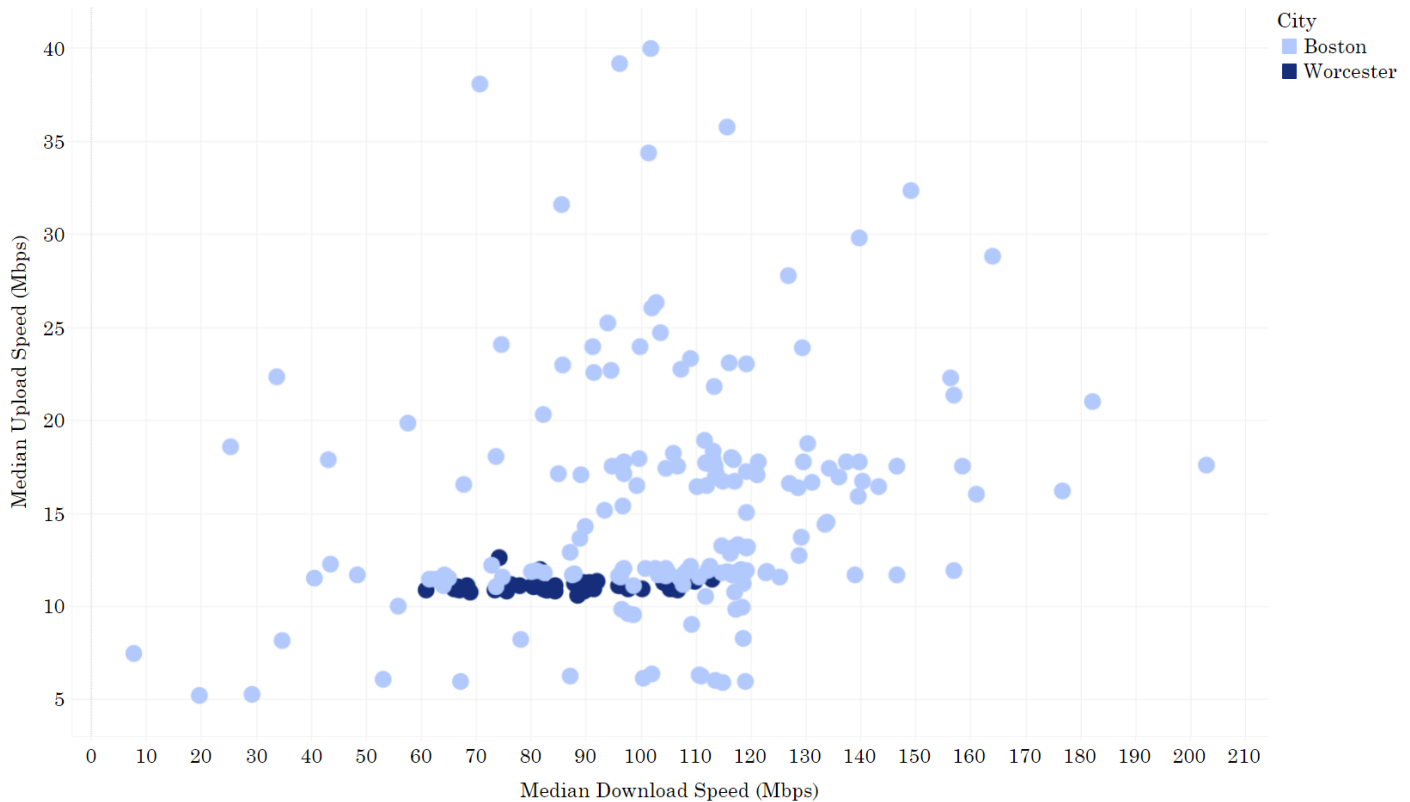
Chart 9: Connection Speed in Worcester and Worcester County



Source: Ookla



**Chart 10: Connection Speed in Worcester and Boston**



Source: Ookla

to connect their device directly to the router with an ethernet cable.

Wired connections in the home will almost always be faster than wireless. Wi-Fi speed is slower because of obstacles to the signal within the home (walls or floors), distance, signal strength, and interference from other devices. When possible, users should use a wired connection to maximize speed.

**Number of Devices**

A device using bandwidth reduces the amount of bandwidth available for other devices in a home network. Desktop computers, laptops, tablets, cell phones, smart TVs, smart appliances, and other devices all operating at the same time compete for bandwidth. As available bandwidth decreases, users may experience interruptions in their online activity.

**Performance of Current Infrastructure in Worcester**

Worcester residents are predominantly served using coax-cable internet through Charter-Spectrum. Due to all of the factors affecting internet speed, it is rare for users to achieve the maximum speed advertised by the ISP. As a result, it is important to analyze not just advertised data, but also independently aggregated user data.

Ookla provides user generated data on the median upload and download speed for users in each census tract. Their data is collected through consumer-initiated testing at SpeedTest (a free website to check internet connection speed). Ookla employs a methodology to reduce bias and ensure that high volume testers are not over-represented.

The Ookla and M-Lab data (Charts 8, 9, and 10) provide useful context to understanding Worcester’s current internet infrastructure. Median and average daily download speeds show



a range of values clustered near 90 Mbps but with large variance. Users have the ability to pay for faster or slower download speeds through their ISP which leads to increased variance. This makes analyzing download speed challenging, are the speeds we see the result of insufficient infrastructure or the product of users purchasing slower speeds?

Upload speed data shows the limits of Worcester's current internet infrastructure. Ookla data shows [Worcester's upload speeds to be 11 Mbps](#). Median download speed had a range of nearly 50 Mbps, which again could be due to individual's preference for higher or slower speed based on cost. Median upload speed had a range of only 1 Mbps. Across the city upload speed is the same. The M-Lab average daily upload speed presents a similar picture, with upload speeds centered around 11 Mbps.

Upload speeds are usually not advertised by ISPs. The FCC recommends a minimum of 3 Mbps upload speed for video conferencing. That is the minimum speed and is below the group video calling upload speed of 3.8 Mbps that Zoom recommends for customers.

The COVID-19 pandemic forced many people to work from home. Increased need for online video conferencing makes upload speed a crucial feature. Three users simultaneously video conferencing through using the same internet subscription could cause delays in data communication and video or audio quality issues.

### Takeaways

- [Examining speed data for Worcester highlights the lack of consumer choice that exists in a monopoly](#). 99.9 percent of Worcester residents have only one choice for a broadband ISP, Charter–Spectrum. While consumers are offered choice on download speed there is not clear choice for upload speed. The COVID-19 pandemic highlighted the importance of upload speed. The internet

of the future may require greater speed of connection to access everyday applications.

- It is possible that Charter–Spectrum's current level of service (download and upload speed) is sufficiently meeting the needs of Worcester residents. User experience and customer satisfaction data is necessary to prove or disprove this point. According to Ookla data, internet download speeds in 2009 averaged 5 Mbps. By 2018, that average increased to 96.25 Mbps. [At a certain point, cable internet connections will reach their ceiling in terms of available bandwidth](#). Whether or not Worcester has reached that point with Charter–Spectrum is unclear, but policymakers should consider the future of internet demand when making any infrastructure decisions.

### Part 3: What can be done to improve broadband in Worcester?

The City's creation of a Municipal Broadband Taskforce reflects community interest in improving broadband and support from the City Administration, City Council, and School Committee. This section aims to inform policymakers and the public about possible changes the City could implement.

#### Fiber

Fiber internet connections use fiber optic cables to transmit data. The cables are composed of long thin strands of glass or plastic that are bundled together. Light waves capture data and pass it through the cables. This allows for data to be transmitted at nearly the speed of light. A key component of fiber is that it provides symmetrical upload and download speeds. Unlike coax cables, fiber connected users will not be stuck with slower upload speeds.

Fiber is an expensive technology to deploy. The US Department of Transportation estimated an

average cost \$27,000 per mile of cable laid. There are additional costs to connecting a home to a fiber network. Drop cables need to be run between the home and the fiber cable. Homes also need an Optical Network Terminal (ONT) to convert the optical signal to an electrical signal that can then communicate with a user’s router and devices.

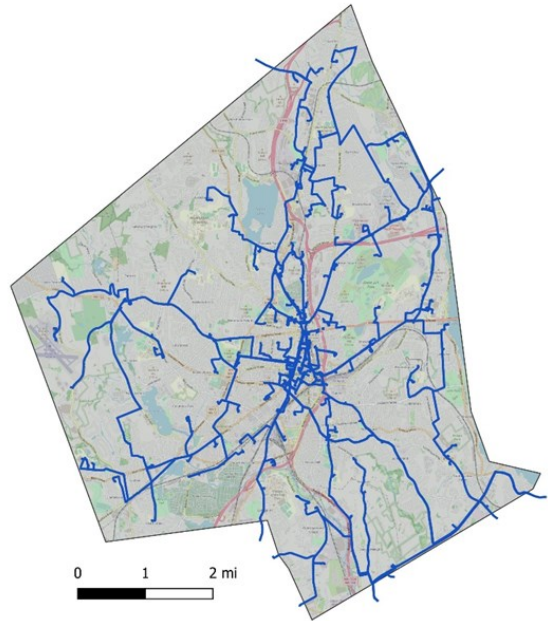
In 2012, the GAO examined “dig once” policies for the federal DOT. The report explored the option of installing a fiber optic conduit when highway construction was being conducted. Open conduits could be used to run fiber cables in the future, both by private ISPs and municipal broadband agencies. Another practice adopting by many municipal governments engaged in broadband initiative is ‘micro-trenching’, or using a shallower and narrower cut to install fiber. These relatively simple concepts should be considered in Worcester, since they could reduce the expense and difficulty of installing fiber.

In Worcester, there already exists extensive fiber infrastructure that are unused and referred to as “dark fiber”. This issue was the focus of a [Worcester Fiber Connectivity Report](#) in 2015 by the Worcester Regional Chamber of Commerce, which has advocated for increased usage and marketing of fiber to highlight its economic potential. Currently Crown Castle, a communications infrastructure company owns the private dark fiber network in the city (Map Six). Going forward, Verizon is in the early stages of a multi-year plan with the intention to build out a citywide fiber network that would provide broadband and voice services.

**CBRS and 5G**

5G is the fifth generation of cellular technology and it will

**Map 6: Crown Castle Fiber Network**

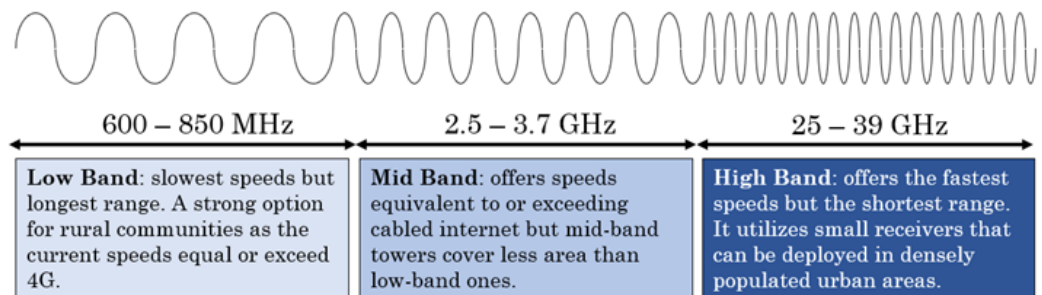


*Source: Crown Castle*

offer faster speeds to users. 5G, like the older forms of cellular networks, uses radio waves to connect the user’s device to a cell tower and subsequently to the internet. The primary advantage of 5G is that it offers increased bandwidth which leads to faster download speeds.

Cellular networks use radio waves to communicate information. To increase the speed of communication there are two options, increase available bandwidth or increase wave frequency. Bandwidth can be thought of as the highway that the information is traveling along. A larger

**The 5G Frequency Spectrum**



Download  Speeds

35 – 200 Mbps

125 - 900 Mbps

1 – 3 Gbps





highway is subject to fewer traffic jams and more bandwidth allows for less signal interference. The problem with 4G networks is that the frequencies they rely on are already extremely crowded, limiting available maximum bandwidth. 5G utilizes different frequencies that are less crowded and can transfer more information faster.

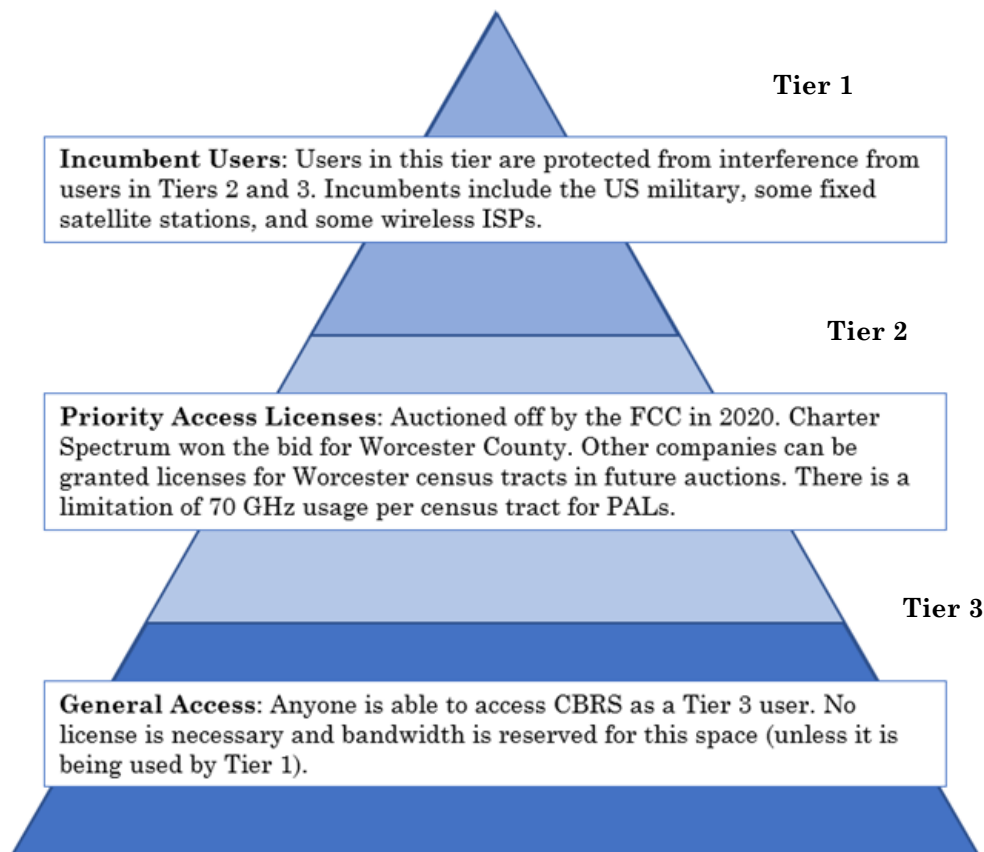
5G is used in three different brackets of bandwidth, low-band, mid-band, and high-band (millimeter wave). Longer radio waves provide greater range but less bandwidth. Short radio waves (high band and millimeter wave) provide the largest bandwidth and fastest speeds but have the least range. High band 5G can encounter interference from building walls.

Citizens Broadband Radio Service (CBRS) is a radio frequency spectrum that falls within the 5G range. It uses frequencies between 3.5 and 3.7 GHz (putting it in the higher end of Mid-Band

5G). Historically, CBRS has been used by the United States military. In April 2015, the FCC opened CBRS for shared commercial use. In order to preserve bandwidth for existing military functions, the FCC created three tiers for sharing the frequency.

CBRS uses a Spectrum Access System (SAS) to manage traffic. This system is robust and effective at directing traffic on CBRS frequencies to ensure high speeds and low levels of interference. CBRS is exciting because it can be operated without a costly license, opening up potential for deployment as a municipal broadband system. Currently, many user devices do not support CBRS but that looks likely to change in the coming years. CBRS is still an emerging technology, which presents exciting areas for growth, but there are associated risks with any investment in a unproven technology.

### CBRS Tiers



### Other Communities:

**Concord Mass:** In 2009 Concord Municipal Light Plant (CMLP) began laying a 100 mile fiber network. The fiber network passes by 95 percent of homes and businesses in Concord. The initial cost of the project was \$3.9 million and it was funded by an increase in electricity taxes. Concord’s goal when creating Concord Light Broadband was to develop a smart grid. The fiber network has helped the city manage electrical loads during peak hours, remotely measure meters, and measure solar energy generation.



As of 2020, Concord Light Broadband serves 1,484 subscribers in the town. Customers are given three options for level of service, each with symmetrical download and upload speed. Concord Light Broadband also saw three speed increases in service from 2015 to 2018, each of which was passed on to the customer at no additional cost.<sup>10</sup> Concord Light Broadband has not increased the cost of service once. In 2020 CLB generated over \$1.3 million in revenue which covered the operating expenses. CMLP additionally gains revenue from leasing dark fiber portions of its network.<sup>11</sup>

**Cambridge:** In October 2021, the City of Cambridge awarded a contract to CTC Technology to “analyze options and implement solutions to provide broadband.” Cambridge has a goal of providing residents and businesses the access to the best possible broadband internet while stressing the importance of digital equity. In 2016, Cambridge’s Broadband Task Force worked with the City Manager to create a plan to close the digital divide in the city and views municipal broadband as the ultimate goal. The City’s contract process highlighted three important factors, accessibility, financial sustainability, and technological longevity.

**Quincy:** Quincy’s Broadband Committee is working with EntryPoint Networks to develop an open access fiber municipal broadband network. To do so, the City would invest \$75 million in needed fiber infrastructure that would provide opportunities for multiple ISPs to compete for customers. The Broadband Master Plan lays out the strategy work done by these partners and presents several key ideas. A market analysis was conducted alongside a community engagement plan. Assessing current market supply and consumer demand is crucial when developing a City infrastructure project. A community survey found that only 2.05% of residents said they

would not support the network, 79.81% viewed internet speed as being very important, and 65.89% rated their current ISP as poor or fair.

**Salem:** In 2018, the City of Salem, which was primarily served by ComCast’s Xfinity, selected SiFi Networks to develop a new fiber network. Through a thirty year deal with the City, the company is investing \$35 million to use public right of ways to build and operate the Salem FiberCity network, which will be “open access to enable numerous internet service providers to deliver gigabit internet services to residents and businesses throughout the city.” GigabitNow has been selected as an ISP, and while there is a contractual dispute between the company and a contractor, construction is underway using micro-trenching techniques.

**Greater Springfield:** In July of 2021, Springfield announced the start of a feasibility study into a municipal broadband network using fiber. Chicopee, South Hadley, and Agawam are all launching municipal broadband programs and Westfield has a robust network called Whip City Fiber. West Springfield is also launching a \$1.8 million municipal broadband pilot connecting some neighborhoods to the municipal system.

A primary challenge for Springfield is that the City does not own the municipal light and power system. The existing electrical poles and related infrastructure are owned by private companies. This poses an extra cost as space on poles for fiber cables would need to be leased. Worcester faces a similar issue with private companies operating the electrical grid in the city. However, the results of the feasibility study in Springfield will offer useful data for Worcester policymakers.

**Shrewsbury:** Shrewsbury operates its own municipal electric department called Shrewsbury Electric and Cable Operations (SELCO). As

mentioned in The Research Bureau's previous report, *Broadening Broadband*, SELCO began the deployment of a fiber-to-home network in 2019. The project cost is budgeted at \$30 million, half of which the City had saved for infrastructure improvements and the other half is being financed by a municipal bond. A 2020 income statement showed SELCO having a total operating revenue of \$32,288,450, leading to a net income for the City of \$4,655,622.<sup>13</sup>

**Hartford:** In response to the COVID-19 Pandemic, in the summer of 2020 the City of Hartford, Connecticut announced construction of a City wi-fi network. The network would use mobile data towers to provide "at minimum LTE-standard speeds throughout the city at all times and at no cost to residents." The project received a capital investment of \$3.8 million, with \$3 million of that funding coming from the Dalio Foundation and the Hartford Foundation for Public Giving.

As of October 2021, this project led to public Wi-Fi in four Hartford neighborhoods: Northeast Hartford, Frog Hollow, Clay Arsenal and Asylum Hill, with construction underway in the Blue Hills Avenue neighborhood as well. At that point, the network served approximately 28,500 users, with an average of 4,500 on a daily basis. The City of Hartford is examining the potential use of federal funding for further network installation and expansion.

### Takeaways

- **Make a plan and test it:** Springfield is moving forward with a feasibility study on city wide fiber. West Springfield is testing out fiber in certain neighborhoods. These policy decisions follow the steps taken by CMLP in Concord. Worcester should evaluate potential responses for feasibility, cost effectiveness, and eligibility for outside funding.
- **Invest with an eye towards the future:** Other

communities again provide a useful policy template for Worcester to follow. Catalyzing additional private investment in fiber such as Verizon's ongoing installation and/or investing in a municipally led broadband network can require innovative policies and substantial capital investment but lead to significant direct and indirect returns for the City. The benefits for the consumer are further illustrated in the speed increases to citizens in Concord.

### Part 4: How are the Federal Government and Commonwealth of Massachusetts supporting broadband access initiatives?

The passage of the American Rescue Plan Act of 2021 (ARPA) presents a unique opportunity to improve broadband infrastructure in the City of Worcester. ARPA provides \$10 billion for capital projects at the local level that help enable work, education, health, and remote options. Expanded broadband internet access is being prioritized in that fund. As referenced in the U.S. Department of the Treasury's Final Rule, "With increased use of technology for daily activities and the movement by many businesses and schools to operating remotely during the pandemic, broadband has become even more critical for people across the country to carry out their daily lives."

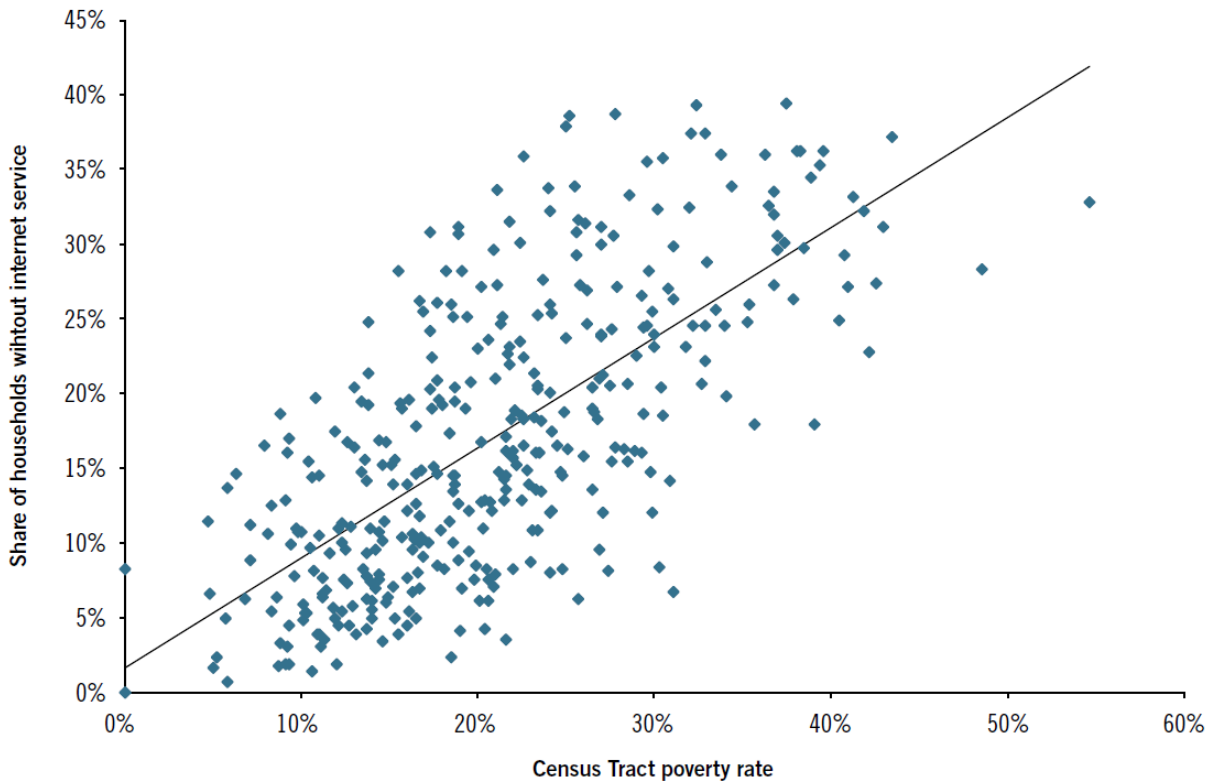
ARPA has led to Worcester receiving \$110 million directly in relief funds, as well as another \$36 million via county-designated funds. The City has conducted a community input process on the priorities for these funds and is appointing Ad-Hoc committees to provide oversight. The City Manager is currently planning to invest \$5,960,000 of the ARPA funds on broadband infrastructure "to focus on solutions and potential enhancements of state and federal resources that might coming our way."

On the state level, there has been growing recognition of the need to address broadband





**Figure 2: Relationship between poverty and internet access, Gateway City Census Tracts**



Source: American Community Survey, 2014-2018 sample

Source: MassINC’s Gateway Cities Innovation Institute report *Going for Growth: Promoting Digital Equity in Massachusetts Gateway Cities*

access issues, particularly in urban areas. Subsequent to the WRRB’s Broadening Broadband report, MassINC released a statewide report, *Going for Growth: Promoting Digital Equity in Massachusetts Gateway Cities* that used statewide data to show in the above Figure 2 a correlation between internet access and neighborhood poverty rates.

Legislatively, this attention has come in such efforts as the July 2021 report of the Health Equity Task Force and the October 2021 report of Senate’s Committee on Reimagining Massachusetts Post-Pandemic Resiliency, both of which outline the digital divide and potential state responses. The pandemic’s highlighting of the importance of broadband access led to the establishment of a Special Commission on Equity and Access to Telecommunications Services, to “make recommendations to address inequity and the digital divide for students and families with limited access to telecommunications services”, and is expected to issue a report in the spring.

State agencies have focused on this issue as well, with programs launched in January 2021 coordinated by the [Massachusetts Technology Collaborative](#) (MTC)’s [Massachusetts Broadband Institute](#). Most notably for Greater Worcester, this included establishing the [Mass Internet Connect](#) program to provide qualifying job seekers with an internet subsidy (originally state funds that transitioned to the EBB program), hotspots, device access, and digital literacy resources through MassHire Career Centers. This program has been extended until June 30, 2022, and as of February 7, Workforce Central had 393 participants, with Worcester’s Career Center serving 149 with Chromebooks, 147 with digital literacy, and 12 with internet subsidies. Other state initiatives included new regional digital equity programs aimed at Gateway Cities through support for initiatives by the Essex County Community Foundation and the Metropolitan Area Planning Council.

Additionally, MTC has issued an RFP that would



create a statewide broadband coverage map that draws on data from providers and other sources to show served and unserved locations throughout the Commonwealth.

Beyond these ongoing efforts, the Commonwealth of Massachusetts has also received \$5.286 billion in ARPA funds. Under the U.S. Treasury Department's Final Rule, funds can be used for:

*“The construction and deployment of broadband infrastructure projects... if the infrastructure is designed to deliver, upon project completion, service that reliably meets or exceeds symmetrical download and upload speeds of 100 Mbps... Treasury encourages Recipients to focus on projects that will achieve last-mile connections. Recipients considering funding middle-mile projects are encouraged to have commitments in place to support new and/or improved last-mile service. Recipients are encouraged to prioritize investments in fiber-optic infrastructure where feasible, as such advanced technology better supports future needs. Treasury also encourages Recipients to prioritize Projects that involve broadband networks owned, operated by or affiliated with local governments, non-profits, and co-operatives.”*

While over \$2.5 billion remains unexpended, in December Governor Baker signed into law a \$2.55 billion plan to support residents and communities that were disproportionately impacted by COVID-19. The spending plan includes \$50 million for a Broadband Innovation Fund to “close the digital divide by facilitating equitable broadband service adoption in unserved and underserved communities,” expanding digital literacy, and empowering communities to use digital tools through the provision of devices, connectivity and training.

In addition to the ARPA funds, the Infrastructure Investment and Jobs Act provides key support for improving broadband access beyond the \$3 billion establishment of the Affordable Connectivity Program and \$7 billion for schools under the Emergency Connectivity Fund. The bill has \$65

billion set aside specifically for broadband access, with \$42.45 billion for state grants that can be used for a wide range of projects, including data collection, infrastructure, and adoption projects. The National Telecommunications and Information Administration will be implementing these programs, and as of February 2022 received 557 comments that are under consideration in developing the Notice of Funding Opportunity for each program.

Through the application process, states will have to prepare a five year plan drawing on input from local governments and regional entities. Subsequent to plan approvals, states can utilize the funds for sub-grants addressing needs for data collection, broadband mapping, and planning, connecting community anchor institutions, providing services to multi-family residential buildings, and affordable internet-enabled devices.

As the second largest city in New England, experiencing disproportionate impacts from the pandemic, Worcester warrants attention and investment through these funds and resulting initiatives.

## Takeaways

- **Resources are available from the state and federal governments:** Worcester has an unprecedented opportunity to leverage those resources in local responses, by positioning the city with needed evaluative and planning responses in line with eligibility requirements.
- **Further opportunities are emerging:** As the Commonwealth conducts initiatives such as the new \$50 million broadband initiative, the MTC mapping project, and preparing the five year plan required by the Infrastructure Act, the City will have further opportunities to secure support and attention to needed broadband access improvements.

## Conclusion

The 2020 Census showed that Worcester’s population exceeded 200,000 for the first time since the 1950s. As the city continues to grow, it should strive to keep up with the latest technology. Access to the internet is quickly becoming a necessity in our society. Worcester has seen improvements in internet access, but those improvements have been driven by expanded cell phone usage and may not translate into the societal benefits of a conventional broadband subscription. Worcester’s connection speed, particularly the upload speed, poses challenges to remote learning, work, telehealth, and daily use of the internet.

While the city’s broadband access needs have never been clearer, there has never been such availability of federal and state support for new initiatives. [Municipal government, community organizations, and other stakeholders need to coordinate responses to address current community needs and position the city for long-term success.](#)

Despite the many challenges facing municipal government during the pandemic, the City of Worcester has made improving broadband access a priority, through the work of professionals within City Administration, School Department, and elected officials serving on the City Council and School Committee. This attention has led to the prioritization of ARPA funds and other resources, as well as the establishment of the Municipal Broadband Taskforce to convene involved officials and outside resources (including the WRRB) to examine how to best improve access to broadband.

The Taskforce is assisting the City in conducting the [needed analysis of potential responses, with particular attention to their operational feasibility, cost effectiveness, and eligibility for outside funding.](#) Their evaluation should include [examining private sector initiatives from current ISP Charter-Spectrum and Verizon’s investment in a citywide fiber network,](#) as well as examples

elsewhere in Massachusetts and New England that [could involve public-private collaborations and/or inter-municipal partnerships.](#)

With the complexity and technological elements of any response, [the City will likely need to draw on outside technical assistance](#) to provide further guidance and expertise. The ARPA funds designated for broadband access use by the City

### City’s Public Wi-Fi Network

**The City’s Fiscal 2022 Capital Improvement Plan includes \$420,000 to continue efforts to provide the public with Wi-Fi access at appropriate municipal locations. These funds are being used to add 5-6 sites to current locations:**

- City Hall Common
- City Hall Interior
- City Hall Municipal Service Center
- Coes Knife Park
- Dept. of Public Works at 18 East Worcester
- Dept. of Public Works at 20 East Worcester
- Dept. of Public Works at 29 Albany St
- Dept. of Public Works at 76 East Worcester
- Dept. of Public Works at Hope Cemetery Admin Office
- Dept. of Public Works at Parks Department
- Dept. of Public Works at Water Treatment
- Elder Affairs
- Green Island Blvd
- Green Hill Golf Club House
- Green Hill Park
- Grove St Fire Admin
- Grove St Fire Training
- Institute Park
- McKeon Road Fire Station
- Polar Park - Ash Street
- Polar Park - Canal Street
- Polar Park - Gold Street
- Polar Park - Green Island Blvd
- Polar Park - Madison Street
- Polar Park - Summit Street
- Polar Park - Washington Street
- Regional Emergency Communications Center at 2 Coppage Drive
- South Worcester Park
- Stearns Tavern
- Technical Services
- Union Station Bus
- Union Station Interior
- Union Station Train
- Worcester Health and Code at Meade Street
- Worcester Police Department



Manager should be utilized strategically to position the City for further state and federal funding.

Beyond the Taskforce's work, the City should evaluate potential municipal policies and practices such as dig-once conduit policies and micro trenching for utility work that could support broadband infrastructure, ongoing investment in public Wi-Fi (see sidebar) should be strengthened, and whenever possible areas of higher need prioritized. The City and School Department's internal broadband network and investments could provide key foundational elements in any new broadband network. The City and School Department's distribution of hotspots and Chromebooks to students requires ongoing financial support, so should be institutionalized within budgets.

The City's prioritization and deliberation of broadband access initiatives also presents an opportunity for community education and outreach. Given strong stakeholder interest, there should be further engagement for the Taskforce's work and attention to potential municipal responses. The School Department's outreach campaign on the Affordable Connectivity Program should be supported and expanded by community stakeholders beyond students, to ensure the broadest possible reach to all eligible households in the city.

On the state level, due to emerging broadband initiatives and the Commonwealth's fiduciary role for ARPA and federal infrastructure funding, there are some clear actions that would complement and maximize the impact of City responses. In developing broadband access initiatives for the \$50 million in appropriated ARPA funds, there should be continued prioritization for Gateway Cities such as Worcester that have experienced disproportionate impacts from the pandemic. When appropriating the remaining \$2.5 billion in state-designated ARPA funds, municipal governments should be consulted on how to best support their responses.

The ISP service data collected in the MA Technology Collaborative's mapping project should be provided to municipal governments and utilized to prioritize technical guidance and assistance. When broadband outages occur, ISP's should provide the same public notification process that is required of other utilities. The development of the five year digital equity plan should result in an ongoing and explicit engagement with municipal officials and affected constituencies that is also reflected in the award criteria for subsequent sub-grants.

Much is happening on the national, state, and municipal level to provide a historic level of attention and resources to expanding broadband access, and there is a clear and documented need for action to address Worcester's needs. While the City's deliberative and comprehensive approach to examining potential responses is underway, it is critical this effort be continued across the ongoing leadership shifts in City government and the School District.

Worcester's ongoing attention to the needs of broadband access should allow the City to capitalize on the new federal and state-level initiatives, but this would still need to involve significant public investment, high complexity, likely private or public partners, and be carried out as a multi-year response. City leaders, community stakeholders, and the public should support continued action on this critical need, given its impact on Worcester's competitiveness and economic, commercial, and residential success.

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O. GENERAL BUSINESS  
Clancey  
(July 20, 2022)

ITEM - gb 2-226  
S.C. MEETING - 8-18-22

ITEM:

Request that the Administration provide an update on student/staff Chromebooks for the 2022-23 school year.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

O. GENERAL BUSINESS  
Administration  
(July 25, 2022)

ITEM - gb 2-227  
S.C. MEETING - 8-18-22

ITEM:

To select a voting delegate and an alternate for the Annual Business Meeting of the Massachusetts Association of School Committees, scheduled for November 1, 2022.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Select a delegate and alternate delegate.

O. GENERAL BUSINESS  
Novick  
(August 3, 2022)

ITEM - gb 2-228  
S.C. MEETING - 8-18-22

ITEM:

To consider changing the School Committee date in November from November 3, 2022 to November 10, 2022.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Prerogative of the School Committee.



O. GENERAL BUSINESS  
Novick  
(August 4, 2022)

ITEM - gb 2-229  
S.C. MEETING - 8-18-22

ITEM:

To review and, as appropriate, file outstanding items sent to Administration.

PRIOR ACTION:

BACKUP: Annex A (5 pages) contains a list of the outstanding administrative items.  
Annex B (2 pages) contains a list of the Friday letter items.

RECOMMENDATION OF MAKER:

Review and file.

RECOMMENDATION OF ADMINISTRATION:

The Administration concurs with the maker.

SC Date	Item Number	Maker	OUTSTANDING ADMINISTRATIVE ITEMS Subject	Due Date	Administrator
6-3-21	gb #1-153 FY22 Budget	Ms. Novick	<b>MOTIONS</b> 500-92204 Instructional Materials Request that the Administration provide a report at the end of the year to include feedback regarding the piloted Study Sync Curriculum.		Dr. Ganas
9-23-21 Held on 6-2-22	gb #1-247	Ms. Novick Mrs. Clancey Ms. McCullough Mr. Monfredo	<b>ITEM</b> Request administration report from the Nursing Department on which aspects of pandemic response, including but not limited to space, cell phone use, and staffing, the Nursing Department wishes to continue.	before the close of the second fiscal quarter	Dr. McGovern
6-16-22	gb 2-191	McCullough	<b>ITEM</b> To work with UMass Medical School in skin cancer awareness and free sun block stations.		Dr. McGovern
6-18-20 Held on 6-2-22	gb #0-138.2 Budget item	Mayor Petty  Miss Biancheria	<b>MOTION</b> 500-91118 Supplemental Program Salaries Request that the Administration provide a report on how other cities and towns have implemented their Restorative Justice practices.  Request that the Administration update the School Committee on the progress of the Restorative Justice Program.		Dr. Monárrez
	gb #2-18.11	Administration Novick Clancey Johnson Kamara Mailman	<b>ITEM</b> Response of the Administration to the request to update the community on the Worcester Public Schools and COVID.	To be held every meeting	Dr. Monárrez
2-3-22	gb #2-46	Novick Clancey Kamara Mailman McCullough	<b>ITEM</b> Request administration clarify to all stakeholders regarding admission and enrollment of students lacking any vaccinations required by the Department of Public Health.		Dr. Monárrez
2-17-22	gb #2-57	McCullough Clancey Johnson Kamara Mailman	<b>ITEM</b> To discuss ongoing issues and concerns with the traffic patterns and safety issues with arrival and dismissal at Burncoat Middle/High School and work on it with school administration and central administration to come up with possible solutions.		Dr. Monárrez
3-3-22	gb #2-76	Novick Clancey Johnson Kamara Mailman McCullough	<b>ITEM</b> Request the Superintendent direct Durham School Services to notify the Worcester Public Schools Transportation Department of the buses, routes, and trips not running or being covered by a different route by 6 am each school day morning and 1 pm each school day afternoon for both coverage and communication purposes.		Dr. Monárrez

SC Date	Item Number	Maker	OUTSTANDING ADMINISTRATIVE ITEMS Subject	Due Date	Administrator
4-7-22	gb 2-111 and gb 2-121		<p><b>ITEMS</b> To consider approval of the 2022 Liaison officer MOU between WPD and WPS.</p> <p>Request that the Administration provide an update on the request to develop a Memorandum of Understanding between the Worcester Public Schools and the Worcester Police Department.</p> <p><b>MOTION</b> Member Mailman asked if the School Committee members could receive the Memorandum of Agreement a week prior to its approval. Mayor Petty stated that the Memorandum of Agreement has not yet been finalized. Once it is, the School Committee will receive a copy of it for discussion. Vice-chair Johnson asked that when the Memorandum of Agreement is signed, will there be plans over the summer to do a more comprehensive Memorandum of Agreement? Superintendent Binienda stated that she would provide the answer after the next meeting takes place. Mayor Petty stated that once the Memorandum of Agreement is signed, it can be discussed at the following School Committee meeting.</p>		Dr. Monárrez
5-19-22	gb 2-148	Novick	<p><b>ITEM</b> Request administration review and report promptly back to the Committee before the close of the fiscal year district adherence to MGL Ch. 32, sec. 90 and 91, as operational under the waiver passed during the FY22 budget process.</p>		Dr. Monárrez Mr. Allen
5-19-22	gb 2-149	Novick	<p><b>ITEM</b> Request Superintendent, Superintendent's office, and all other employees of the district follow district policy GBEB and state ethics laws regarding fundraising.</p> <p>Member O'Connell Novick stated that it is an ethics violation and against the law to use school time and resources for fundraising efforts regardless of the severity of the medical emergency or accident.</p>		Dr. Monárrez
1-20-22	gb #2-11	Ms. Clancey Mr. Johnson Ms. Novick	<p><b>ITEM</b> Request that the Administration provide an update on each school with security guards, to include their role throughout the day and hours.</p>		Dr. Morse Mr. Pezzella
6-3-21	gb #0-176.1	Administration  Ms. Novick	<p><b>ITEM</b> To consider approval of the ARC Core literacy in English and Spanish for elementary students in grades K-6 Dual Language and Transitional Bilingual Education classrooms.</p> <p><b>MOTION</b></p>	September 2022	Dr. Morse

SC Date	Item Number	Maker	OUTSTANDING ADMINISTRATIVE ITEMS Subject	Due Date	Administrator
			Request that the Administration provide a report <b>in September 2022</b> highlighting the strengths and accomplishments of the implementation of the 2021-22 ARC Core Literacy Program.		
6-18-20 Held on 6-2-22	gb #0-203	Mrs. Clancey Mr. Foley Ms. McCullough Mr. Monfredo Ms. Novick	<b>ITEM</b> Request that the Administration provide a report on the number of students arrested in the Worcester Public Schools since the implementation of the School Resource Officer Program.		Dr. Morse
8-27-20 Held on 6-2-22	gb #0-263	Ms. Novick Mrs. Clancey Ms. McCullough  Ms. Novick	<b>ITEM</b> Request Administration review with all staff policy GBEBD regarding fundraising and ensure it is being followed by all Worcester Public Schools staff.  <b>MOTION</b> requested that the Administration make certain that the principals forward the fundraising policy to all teachers.		Dr. Morse
4-8-21	gb #1-116	Mrs. Clancey	<b>ITEM</b> Request that the Administration consider renaming the bullying hotline or establishing a separate line of communication to provide a safe and confidential reporting line for students to anonymously report incidents.		Dr. Morse
6-3-21	gb #1-153 FY22 Budget	Mr. Foley	<b>MOTION</b> Request that the Administration provide a report for the three-year plan to meet the district's targeted SOA goals and the results to date by detailing how the Administration is: <ul style="list-style-type: none"> <li>- working with different community organizations and agencies to leverage their funding and support to impact students at the grade level and</li> <li>- working with third party mental health providers to provide mental health support for students during the school day.</li> </ul>		Dr. Morse Dr. Monárrez
9-23-21	gb #1-249	Ms. Novick Mrs. Clancey Ms. McCullough Mr. Monfredo	<b>ITEM</b> Request administration report on the use of the additional per pupil allocation by school.		Dr. Morse
9-23-21	gb #1-242	Miss Biancheria Mrs. Clancey Ms. McCullough Mr. Monfredo	<b>ITEM</b> Request that the Administration provide an update on the JROTC programs to include sites, branches of service and enrollments.		Dr. Morse
10-7-21 Held on 6-2-22	gb #1-265	Ms. McCullough Mrs. Clancey Ms. Novick	<b>ITEM</b> To explore the use of translation services for full School Committee meetings while remote/hybrid meetings continue to be held.		Dr. Morse
2-17-22	gb #2-52	McCullough Clancey Johnson Kamara	<b>ITEM</b> Request that the Administration provide an update on the ETA offerings that were previously planned/presented on for Forest Grove.		Dr. Morse

SC Date	Item Number	Maker	OUTSTANDING ADMINISTRATIVE ITEMS Subject	Due Date	Administrator
		Mailman			
5-5-22	gb 2-137	McCullough	<b>ITEM</b> To explore partnering with Massachusetts Safe Routes to School, a federally funded, free program through Mass DOT that is centered around the 6 Es - Education, Engagement, Equity, Encouragement, Evaluation and Engineering.		Dr. Morse
5-19-22	gb 2-150	Kamara	<b>ITEM</b> Request that the Administration provide a report, in the form of a chart, on all secondary schools specialized programs occurring in each quadrant.		Dr. Sippel Dr. Morse
5-19-22	gb 2-151	Kamara	<b>ITEM</b> Request that the Administration provide a report, in the form of a chart, on the relative ability of a child to get into a specialized program that is in a secondary school that is outside their home quadrant.		Dr. Sippel Dr. Morse
6-17-21	gb #1-153.1 FY22 Budget	Ms. Novick	<b>MOTION</b> 540-91124 Crossing Guard Salaries Request that the Administration work with the City Manager and the Department of Public Works to assess traffic issues at both Belmont Community School and Worcester Technical High School.		Ed. Augustus
6-16-22	gb 2-187	Kamara	<b>ITEM</b> To review the Job Descriptions of Wraparound Coordinators and School Adjustment Counselors, to determine whether they meet the social emotional mental health & wellness needs of students, particularly the provisions of counseling and therapeutic services being provided to students.		Maura Mahoney
2-17-22	gb #2-33	Administration  Novick	<b>ITEM</b> To accept the Student, Teachers, and Officers Preventing (STOP) School Violence Grant Program in the amount of \$681,521 from the U.S. Department of Justice - Office of Justice Programs Bureau of Justice Assistance. <b>MOTION</b>  Request that the Administration provide a report on the 911 program to determine whether it exceed bid laws.		Mr. Allen Dr. Monárrez
3-17-22	gb 2-91	Clancey McCullough	<b>ITEM</b> Request that the Administration consider creating a central Early Childhood/Pre-k center within a Worcester public school building.		Mr. Allen
6-16-22	gb 2-165.1 (Budget Item)	Ms. Novick	<b>ITEM</b> 500130-92000 Personal Services 500130-96000 Personal Services		Mr. Allen

SC Date	Item Number	Maker	OUTSTANDING ADMINISTRATIVE ITEMS Subject	Due Date	Administrator
			<p>Member O'Connell Novick made the following motion:</p> <p>Request that the Chief Financial Officer contact DESE for verification that it is the appropriate use of public school dollars to fund a non-profit.</p>		
11-18-21	gb #1-301	Ms. McCullough Mrs. Clancey Mr. Monfredo Ms. Novick	<p><b>ITEM</b></p> <p>Request that the Administration reassess the need for crossing guards at secondary level schools.</p>		Mr. Pezzella Dr. Morse
5-5-22	gb 2-138	McCullough	<p><b>ITEM</b></p> <p>Request that the Administration provide an update regarding school safety plans when evacuations are required such as gas leaks, fires and other safety issues.</p>		Mr. Pezzella Dr. Morse
10-21-21	gb #1-281	Ms. Novick Mrs. Clancey	<p><b>ITEM</b></p> <p>Request administration ensure that all Worcester Public Schools employees have taken and submitted evidence of completing the state-mandated ethics training within the past two years, as required under M.G.L. Ch. 268A.</p>		Ms. Boulais Dr. Morse
5-19-22	gb 2-144	Mailman	<p><b>ITEM</b></p> <p>Request that the Administration provide the rules from the Human Resources Department regarding CORI background checks for school based volunteers, including PTOs.</p>		Ms. Boulais
2-3-22	gb #2-40	Kamara Clancey Johnson Mailman Novick	<p><b>ITEM</b></p> <p>To consider establishing working agreements with ethnic-based organizations that service WPS students and families, immigrants and refugees such as South East Asian Coalition, ACE, Latino Education Institute and Angel's Net Foundation to include partnerships and contracts with group organizations</p> <p><b>MOTION</b></p> <p>School Committee Member Mailman requested that the Administration provide a list of agreements and/or contracts that the school system has with community organizations.</p>		Ms. Mahoney Dr. Monárrez

SC Date	Item Number	Maker	OUTSTANDING FRIDAY LETTER ITEMS Subject	Due Date	Administrator
9-17-20	<u>gb #0-229.1</u>	Miss Biancheria	<p><b>MOTION</b> requested information regarding the College Community Connection funding.</p> <p>Request that the Administration provide an update on the number of courses in the recovering program.</p>		Stephanie Stockwell Dr. Morse
3-3-22	<u>gb #8-54</u>	Mr. Monfredo Mr. O'Connell Mr. Comparetto Miss McCullough Miss Biancheria	<p><b>ITEM</b> Request that the Administration provide a report on the accountability changes made by the Department of Elementary and Secondary Education.</p> <p><u>MOTION</u> School Committee member Novick stated that DESE is in the process of changing the accountability standards and requested that the Administration provide a report on how those proposed changes will impact the WPS.</p> <p>Superintendent Binienda stated that the Administration will report to the School Committee once the changes are made.</p>		Dr. Monárrez
4-8-21	<u>gb #9-313</u>	Mr. Foley Mr. Monfredo	<p><b>MOTION</b> Request that the Administration consider <b>exploring the impact and seek public input on a delay of</b> the start date for kindergarten entry age for the 2023-24 school year.</p>		Dr. Morse
4-7-22	<u>gb #2-73.1</u>	Administration Novick Clancey Johnson Kamara Mailman McCullough  Mailman	<p><b>ITEM</b> Response of the Administration to the request to update the Worcester School Committee on after school/additional learning time programs being funded through federal Elementary and Secondary Schools Emergency Relief funds as required under the terms of the grant.</p> <p><b>MOTION</b> Member Mailman requested that the Administration provide, in a Friday Letter, information regarding how many students, by grade, are attending after school/additional learning time programs.</p>		Dr. Morse

SC Date	Item Number	Maker	OUTSTANDING FRIDAY LETTER ITEMS Subject	Due Date	Administrator
11-5-20	<u>gb #8-356.1</u>	Ms. McCullough	<p><b>MOTION</b></p> <p>Request that the Administration provide a report on the teacher training meeting with Massachusetts General Hospital that is scheduled to take place in December.</p> <p>Chairman McCullough requested that a report be provided on the number of students who were flagged for the Mass General study and Dr. O'Neil stated that she would provide that information.</p>		Dr. Morse
10-21-21	<u>gb #1-236.1</u>	Administration Mr. Monfredo Mrs. Clancey Ms. McCullough Ms. Novick  Ms. Novick  Ms. Novick	<p><b>ITEM</b></p> <p>Request that the Administration provide a list of the dates of the first meetings of the school site councils for the 2021-22 academic year.</p> <p><b>MOTION</b></p> <p>Request that the Administration provide a report on the makeup of the Site Councils.</p> <p>Request that the Administration advise principals to include a Budget item on their Site Council agendas prior to their resource allocation meetings with the Administration.</p>		Dr. Morse
9-2-21	<u>gb #1-218</u>	Mr. Monfredo	<p>Request that the Administration provide, in a Friday Letter, a report in December regarding the services rendered to the students, the number of students impacted by the program and any additional plans through the use of the American Rescue Plan (ARP) Homeless Children/Youth (HCY) I Implementation Grant.</p>		Maura Mahoney Dr. Morse
9-23-21	<u>gb #1-241</u>	Miss Biancheria Mrs. Clancey Ms. McCullough Mr. Monfredo Ms. Novick	<p><b>ITEM</b></p> <p>Request that the Administration provide an update on the water damage that has occurred at school sites.</p>		Mr. Allen



O. GENERAL BUSINESS  
Administration  
(August 4, 2022)

ITEM - gb 2-230  
S.C. MEETING - 8-18-22

ITEM:

To consider an increase in the Day-by-Day Substitute rate of pay from \$85 to \$110.

PRIOR ACTION:

BACKUP: Annex A (1 page) contains the backup for the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

The Administration recommends an increase in the daily rate for day-by-day substitutes from \$85 per day to \$110 per day effective for the 2022-23 school year.

This increase is recommended to be competitive for day-by-day substitutes in the area. Some of the local daily rates for substitutes are:

District	Flat Rate	No Teacher Licensed	Teacher License	Retired Teacher
Auburn		\$105	\$110	\$115
Bay Path	\$110			
Berlin-Boylston	\$95			
Quabbin Regional		\$90	\$100	\$110
Webster	\$100			
Winchendon		\$100	\$125	
Worcester	\$85			

In a recent Massachusetts Association of School Business Officials list serve survey of day-by-day substitute rates, of the 40 districts that responded, Worcester had the lowest daily rate of \$85, the average rate is \$110, and the highest rate (Cambridge) is \$167.31.

The Administration intends to use the funding for up to 50 day-by-day substitutes to supplement the 70 full-time building substitute positions included in the FY23 budget, for a total of 120 available substitutes. During the last school year, the average daily absences of teachers (in positions that require a substitute) was 120.4 (with a high of 200 absent on January 6, 2022, and a low of 25 absent on August 30, 2021).

Although the FY23 Budget did not include funding for day-by-day substitutes, the cost for this year will be funded through available ESSER carry-forward funding (unexpended summer and after-school funds during FY22). It is expected that the total cost to be \$990,000. The effectiveness of the additional substitutes will be discussed with building principals during the course of the year and evaluated as part of the FY24 resource allocation process.

O. GENERAL BUSINESS  
Clancey  
(August 8, 2022)

ITEM - gb 2-231  
S.C. MEETING - 8-18-22

ITEM:

To create a policy governing the use of day-to-day substitutes.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Standing Committee on Governance and Employee Issues.

O. GENERAL BUSINESS  
Administration  
(August 10, 2022)

ITEM - gb 2-232  
S.C. MEETING - 8-18-22

ITEM:

To vote to execute the Contract for Employment between the Worcester School Committee and Brian E. Allen for the position of Deputy Superintendent, Chief Operating Officer and Chief Financial Officer for the period of July 21, 2022 through June 30, 2025.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Prerogative of the School Committee.

O. GENERAL BUSINESS  
Administration  
(August 10, 2022)

ITEM - gb 2-233  
S.C. MEETING - 8-18-22

ITEM:

To vote to execute the Contract for Employment between the Worcester School Committee and Marie Morse for the position of Assistant Superintendent, Teaching and Learning for the period of July 21, 2022 through June 30, 2025.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Prerogative of the School Committee.

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

AGENDA #22A

SUPPLEMENTAL

The School Committee will hold a regular meeting:

on: Thursday, August 18, 2022  
at: 4:00 p.m. – Regular Session  
5:00 p.m. – Executive Session

ORDER OF BUSINESS

CALL TO ORDER – REGULAR MEETING

ROLL CALL

O. GENERAL BUSINESS

gb #2-234 - Clancey  
(August 16, 2022)

To consider eliminating the following line on page 13 of the Student Handbook  
**“Students will be permitted to carry backpacks made of a mesh or transparent material at the secondary level”**. Eliminating this line will allow students to carry backpacks, of any material, while in school.

"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, 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.

O. GENERAL BUSINESS  
Clancey  
(August 16, 2022)

ITEM - gb 2-234  
S.C. MEETING - 8-18-22

ITEM:

To consider eliminating the following line on page 13 of the Student Handbook  
**“Students will be permitted to carry backpacks made of a mesh or transparent material at the secondary level”**. Eliminating this line will allow students to carry backpacks, of any material, while in school.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Prerogative of the School Committee.