

The following items will be discussed at the meeting of the Standing Committee on Governance and Employee Issues to be held on Thursday, December 19, 2019 at 5:00 p.m. in the Esther Howland South Chamber at City Hall:

gb #8-153.2 - Administration/Administration (June 11, 2018)

To discuss the proposed Strategic Plan.

gb #8-204 - Mr. Comparetto/Miss McCullough/Mr. Monfredo (June 13, 2018)

Request that the Administration consider creating a Development Specialist position to help raise much needed funding for the Worcester Public Schools.

gb #8-301.1 - Administration/Mr. O'Connell/Miss Biancheria/Mr. Comparetto/Mr. Foley/Miss McCullough/Mr. Monfredo (October 23, 2018)

Response of the Administration to the request to provide an update on the education plan approval process for homeschooled children and specify when the process will be completed for the current academic year, including an update on plans to expedite the process to assure its rapid and efficient completion for 2019-20.

gb #9-42 - Mr. O'Connell/Miss Biancheria/Mr. Comparetto/Miss McCullough/Mr. Monfredo (January 30, 2019)

To establish a practice and procedure for expeditious compliance with School Committee Policy GCA ("All professional staff positions in the school system will be created initially by the Superintendent and approved by the School Committee.")

gb #9-109 - Mr. Comparetto (March 13, 2019)

Request that the Administration consider hiring a consultant to study racial equity in the Worcester Public Schools.

gb #9-132 - Mr. Comparetto (March 27, 2019)

Request that the City consider updating the City Charter by creating district School Committee seats.

gb #9-273 - Mr. O'Connell/Miss Biancheria/Mr. Monfredo (August 23, 2019)

To review the newly established policy and practice of San Mateo (California) High School, based on a successful pilot project, of prohibiting use of cellphones in school by students during the academic day.

gb #9-274 - Mr. O'Connell/Miss Biancheria/Mr. Monfredo (August 23, 2019)

To review the newly established policy and practice of the Crestwood (Ohio) Local School District which prohibits use of cellphones in schools by students except before and after school, at extracurricular activities and at school-related lunches.

qb #9-323 - Administration (September 24, 2019)

To consider amendments to the current Alcohol, Tobacco and Drug Use by Students Prohibited Policy as contained in both the Student Handbook and the Policy Manual.

qb #9-325 - Administration (October 4, 2019)

To consider approval of the MASC Policy JBB – Educational Equity to be included in the Policy Manual.

qb #9-350 - Miss McCullough/Mr. Foley/Mr. Monfredo (October 14, 2019)

Request that the School Committee work with the Clerk of the School Committee to determine 3 or 4 dates in 2020 for policy forums/conversations that will be open to the community.

qb #9-377 - Administration (November 7, 2019)

To consider approval of the following MASC Policies:

- JB – Equal Educational Opportunities
- JFABD - Homeless Students: Enrollment Rights And Services
- JFABE - Educational Opportunities For Military Children
- JFABF - Educational Opportunities For Children In Foster Care

Committee Members
John F. Monfredo, Chairman
Dianna L. Biancheria, Vice-Chairman
Donna M. Colorio

Administrative
Representative
Jennifer Boulais
Helen A. Friel, Ed.D.

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

AGENDA #4

The Standing Committee on GOVERNANCE AND EMPLOYEE ISSUES will hold a meeting:

on: Thursday, December 19, 2019
at: 5:00 p.m.
in: Esther Howland South Chamber at City Hall

ORDER OF BUSINESS

- I. CALL TO ORDER
- II. ROLL CALL
- III. GENERAL BUSINESS

gb #8-74 - Mr. O'Connell/Mr. Monfredo/Miss Biancheria/Miss McCullough (February 14, 2018)

To formulate a policy, and appropriate protocols and guidelines, as to initiation of procedures in Juvenile Court under the "Children Requiring Assistance" statute (Massachusetts General Laws Chapter 119, Sections 21 and 39E - 39I), in light of the decision of the Supreme Judicial Court in Millis Public Schools v. M.P. et al (SJC-12384, February 6, 2018).

gb #8-153.2 - Administration/Administration (June 11, 2018)

To discuss the proposed Strategic Plan.

gb #8-204 - Mr. Comparetto/Miss McCullough/Mr. Monfredo (June 13, 2018)

Request that the Administration consider creating a Development Specialist position to help raise much needed funding for the Worcester Public Schools.

gb #8-301.1 - Administration/Mr. O'Connell/Miss Biancheria/Mr. Comparetto/
Mr. Foley/Miss McCullough/Mr. Monfredo (October 23, 2018)

Response of the Administration to the request to provide an update on the education plan approval process for homeschooled children and specify when the process will be completed for the current academic year, including an update on plans to expedite the process to assure its rapid and efficient completion for 2019-20.

gb #9-42 - Mr. O'Connell/Miss Biancheria/Mr. Comparetto/Miss McCullough/
Mr. Monfredo (January 30, 2019)

To establish a practice and procedure for expeditious compliance with School Committee Policy GCA ("All professional staff positions in the school system will be created initially by the Superintendent and approved by the School Committee.")

gb #9-99 - Mr. Comparetto/Mr. O'Connell (March 13, 2019)

Request that the Administration review the action taken by the Massachusetts Department of Environmental Protection against White & Brite Cleaners in Worcester and take necessary precautions to ensure that the students and staff at Gates Lane School are safe from exposure to contaminants.

gb #9-109 - Mr. Comparetto (March 13, 2019)

Request that the Administration consider hiring a consultant to study racial equity in the Worcester Public Schools.

gb #9-132 - Mr. Comparetto (March 27, 2019)

Request that the City consider updating the City Charter by creating district School Committee seats.

gb #9-273 - Mr. O'Connell/Miss Biancheria/Mr. Monfredo (August 23, 2019)

To review the newly established policy and practice of San Mateo (California) High School, based on a successful pilot project, of prohibiting use of cellphones in school by students during the academic day.

gb #9-274 - Mr. O'Connell/Miss Biancheria/Mr. Monfredo (August 23, 2019)

To review the newly established policy and practice of the Crestwood (Ohio) Local School District which prohibits use of cellphones in schools by students except before and after school, at extracurricular activities and at school-related lunches.

gb #9-323 - Administration (September 24, 2019)

To consider amendments to the current Alcohol, Tobacco and Drug Use by Students Prohibited Policy as contained in both the Student Handbook and the Policy Manual.

gb #9-325 - Administration (October 4, 2019)

To consider approval of the MASC Policy JBB – Educational Equity to be included in the Policy Manual.

gb #9-350 - Miss McCullough/Mr. Foley/Mr. Monfredo (October 14, 2019)

Request that the School Committee work with the Clerk of the School Committee to determine 3 or 4 dates in 2020 for policy forums/conversations that will be open to the community.

gb #9-377 - Administration (November 7, 2019)

To consider approval of the following MASC Policies:

- JB – Equal Educational Opportunities
- JFABD - Homeless Students: Enrollment Rights And Services
- JFABE - Educational Opportunities For Military Children
- JFABF - Educational Opportunities For Children In Foster Care

V. ADJOURNMENT

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

ITEMS**RECOMENDATIONS**

<p><u>gb #8-153.2 - Administration/Administration (June 11, 2018)</u></p> <p>To discuss the proposed Strategic Plan.</p>	<p>Since this identical item is at the administrative level, it recommends that this same item be filed.</p>
<p><u>gb #8-204 - Mr. Comparetto/Miss McCullough/Mr. Monfredo (June 13, 2018)</u></p> <p>Request that the Administration consider creating a Development Specialist position to help raise much needed funding for the Worcester Public Schools.</p>	<p>Since the Administration will be receiving monies under the Opportunities Act, it recommends that this item be filed.</p>
<p><u>gb #8-301.1 - Administration/Mr. O'Connell/Miss Biancheria/Mr. Comparetto/Mr. Foley/Miss McCullough/Mr. Monfredo (October 23, 2018)</u></p> <p>Response of the Administration to the request to provide an update on the education plan approval process for homeschooled children and specify when the process will be completed for the current academic year, including an update on plans to expedite the process to assure its rapid and efficient completion for 2019-20.</p>	<p>This item received a response under gb #8-250.1. Therefore, the Administration recommends that the item be filed.</p>
<p><u>gb #9-42 - Mr. O'Connell/Miss Biancheria/Mr. Comparetto/Miss McCullough/Mr. Monfredo (January 30, 2019)</u></p> <p>To establish a practice and procedure for expeditious compliance with School Committee Policy GCA ("All professional staff positions in the school system will be created initially by the Superintendent and approved by the School Committee.")</p>	<p>All new positions are created initially by the Superintendent and approved by the School Committee with the exception of those that are contained in grants. The Administration recommends that this item be filed.</p>
<p><u>gb #9-109 - Mr. Comparetto (March 13, 2019)</u></p> <p>Request that the Administration consider hiring a consultant to study racial equity in the Worcester Public Schools.</p>	<p>Since this item was responded to under gb #9-325 with a proposed policy to be approved, the Administration recommends that this item be filed.</p>
<p><u>gb #9-132 - Mr. Comparetto (March 27, 2019)</u></p> <p>Request that the City consider updating the City Charter by creating district School Committee seats.</p>	<p>The same topic for this item was provided and filed in item gb #9-382. Therefore, the Administration recommends that this item be filed.</p>

<p><u>gb #9-273 - Mr. O'Connell/Miss Biancheria/ Mr. Monfredo (August 23, 2019)</u></p> <p>To review the newly established policy and practice San Mateo (California) High School, based on a successful pilot project, of prohibiting use of cellphones in school by students during the academic day.</p>	<p>(consider with gb #9-274) Since the Administration recently updated its own cell phone policy, it recommends that items gb #9-273 and gb #9-274 be filed.</p>
<p><u>gb #9-274 - Mr. O'Connell/Miss Biancheria/ Mr. Monfredo (August 23, 2019)</u></p> <p>To review the newly established policy and practice of the Crestwood (Ohio) Local School District which prohibits use of cellphones in schools by students except before and after school, at extracurricular activities and at school-related lunches.</p>	<p>(consider with gb #9-273) Since the Administration recently updated its own cell phone policy, it recommends that items gb #9-273 and gb #9-274 be filed.</p>
<p><u>gb #9-323 - Administration (September 24, 2019)</u></p> <p>To consider amendments to the current Alcohol, Tobacco and Drug Use by Students Prohibited Policy as contained in both the Student Handbook and the Policy Manual.</p>	<p>The Administration discussed these amendments at the School Committee level and recommends that the policy be approved as amended.</p>
<p><u>gb #9-325 -Administration (October 4, 2019)</u></p> <p>To consider approval of the MASC Policy JBB – Educational Equity to be included in the Policy Manual.</p>	<p>The Administration recommends that this item be approved on a roll call.</p>
<p><u>gb #9-350 -Miss McCullough/Mr. Foley/ Mr. Monfredo (October 14, 2019)</u></p> <p>Request that the School Committee work with the Clerk of the School Committee to determine 3 or 4 dates in 2020 for policy forums/conversations that will be open to the community.</p>	<p>The Administration will receive dates in January when the new School Committee is seated. The Clerk will ask the Chair and members for proposed dates. The Administration recommends that items gb #8-247 and gb#9-350 be filed.</p>
<p><u>gb #9-377 - Administration (November 7, 2019)</u></p> <p>To consider approval of the following MASC Policies:</p> <ul style="list-style-type: none"> - JB – Equal Educational Opportunities - JFABD - Homeless Students: Enrollment Rights And Services - JFABE - Educational Opportunities For Military Children - JFABF - Educational Opportunities For Children In Foster Care 	<p>The Administration recommends that the item be approved on a roll call.</p>

STANDING COMMITTEE: **GOVERNANCE AND EMPLOYEE ISSUES**

DATE OF MEETING: Tuesday, December 17, 2019

ITEM: Administration/Administration (June 11, 2018)

To discuss the proposed Strategic Plan.

PRIOR ACTION:

- 5-17-18 - SCHOOL COMMITTEE MEETING
Referred the item to the Administration for a response at the School Committee meeting on Thursday, June 21, 2018.
- 7-19-18 - SCHOOL COMMITTEE MEETING
Mayor Petty began the review of the Proposed Strategic Plan with the section on Technology and Operations.
Mr. O'Connell made the following motion:
Request that the Administration make the following amendments to the proposed Strategic Plan:
 On page 25, insert the word "primarily" between **quarterly** and **to** on line 2 in the black insert.
 On page 26, insert the words "and/or Ethernet" between **wireless** and **access** on bullet 4 in two locations.
Miss Biancheria made the following motion:
 On page 26, insert the words "district wide" between **mechanisms** and **for** on bullet 7.
On a voice vote, the motion was approved.

(Continued on page 2.)

BACKUP: Since this identical item is at the administrative level, it recommends that this same item be filed.

PRIOR ACTION (continued)

7-19-18 - SCHOOL COMMITTEE MEETING

Sarah Kyriazis, Manager of Instructional Technology and Digital Learning presented a PowerPoint outlining the process that went into the selection of the branding for the Worcester Public Schools website. Mr. O'Connell made the following motions:

Request that the Administration create a logo more tailored to learning and requested that the proposed new logo not be placed on official documents until a consensus is reached.

Request that the Administration provide to the School Committee the other design choices that were available.

Request that the item be referred to the Standing Committee on Governance and Employee Issues for further discussion and review.

On a voice vote, the motions were approved.

Miss McCullough made the following motion:

Request that the Administration forward the link to the new website in order for all members to look at the content and offer suggestions for improvement.

On a voice vote, the motion was approved.

Mayor Petty indicated that this item would appear on the agenda for August 23, 2108 and, if needed on September 6, 2018.

On a voice vote, the motions were approved.

ITEM: gb #8-204

STANDING COMMITTEE: **GOVERNANCE AND EMPLOYEE ISSUES**

DATE OF MEETING: Tuesday, December 17, 2019

ITEM: Mr. Comparetto/Miss McCullough/Mr. Monfredo (June 13, 2018)

Request that the Administration consider creating a Development Specialist position to help raise much needed funding for the Worcester Public Schools.

PRIOR ACTION:

6-21-18 - SCHOOL COMMITTEE MEETING

Mr. O'Connell made the following motion:

Request that the Administration invite Louise Clark, a representative from the WEDF and other appropriate representatives to the Standing Committee on Governance and Employee Issues when the item is discussed.

On a voice vote, the motion was approved.

Referred to the Standing Committee on Governance and Employee Issues.

BACKUP: Since the Administration will be receiving monies under the Opportunities Act, it recommends that this item be filed.

STANDING COMMITTEE: **GOVERNANCE AND EMPLOYEE ISSUES**

DATE OF MEETING: Tuesday, December 17, 2019

ITEM: Administration/Mr. O'Connell/Miss Biancheria/Mr. Comparetto/Mr. Foley/Miss McCullough/Mr. Monfredo (October 23, 2018)

Response of the Administration to the request to provide an update on the education plan approval process for homeschooled children and specify when the process will be completed for the current academic year, including an update on plans to expedite the process to assure its rapid and efficient completion for 2019-20.

PRIOR ACTION:

10-18-18 - SCHOOL COMMITTEE MEETING

It was moved to suspend the rules to allow Joseph Forjette, Elisabeth Fleming and Maryagnes Reilly, to speak to the item regarding the homeschool approval process and requested that the unapproved proposed plans be approved.

Mr. Foley requested that the individuals present be invited to the Standing Committee on Governance and Employee Issues when the item is discussed.

Referred to both the Administration for a report on Thursday, November 1, 2018 and to the Standing Committee on Governance and Employee Issues

11-1-18 - SCHOOL COMMITTEE MEETING

Mr. O'Connell made the following motion:

Request that the Administration adopt a Homeschooling Policy, if one is not already developed, detailing procedures and guidelines that are in full compliance with the 1987 SJC decision, *Care and Protection of Charles*.

On a voice vote, the motion was approved.

Referred to the Standing Committee on Governance and Employee Issues.

(continued on page 2)

BACKUP: This item received a response under gb #8-250.1. Therefore, the Administration recommends that the item be filed.

PRIOR ACTION (continued)

11-19-18 - STANDING COMMITTEE ON GOVERNANCE AND EMPLOYEE ISSUES
Parents of homeschoolers, who attended the meeting, were given the opportunity to speak on their experiences and presented their future expectations.

HOLD.

12-6-18 - SCHOOL COMMITTEE MEETING - The School Committee approved the action of the Standing Committee as stated.

5-20-19 - STANDING COMMITTEE ON GOVERNANCE AND EMPLOYEE ISSUES

The homeschooling parents in attendance requested that the School Department inform parents of the dates when public school students take standardized tests.

The parents suggested and Attorney Tobin approved the following proposed changes to the homeschool procedures:

- insert the words "**and responded to**" after "**reviewed**" in Section III, #4
- replace the words "**prosecution of**" with "**seek action**" in Section IV, #5

Parents in attendance asked if they would be allowed to review the revised procedures prior to their approval and were told that they could view it online and/or attend the School Committee meeting on Thursday, June 6, 2019 at 7:00 p.m.

Mr. Foley made the following motion:

Request that when Attorney Tobin forwards the proposed changes for the procedures that they be included in the Action Sheet for approval by the full School Committee.

On a voice vote, the motion was approved.

The Administration received the response from Attorney Tobin to the above mentioned motion and the homeschool plan procedures as amended were submitted for approval by the full School Committee as follows:

PRIOR ACTION (continued)

5-20-19

IHBC-R

(continued) **HOME SCHOOL PLAN PROCEDURES**

I. Notice to District

1. A parent/guardian seeking to home school their child must submit a homeschool education plan in writing to the Worcester Public Schools (WPS) Superintendent (care of the Child Study Department) before commencing the home school program.
2. Students must attend their assigned school until their initial home school plan is approved. Students who are currently receiving education under an approved home school plan may continue homeschooling until their new plan is reviewed and approved.
3. A parent who is no longer homeschooling must notify the district and re-enroll the child in a public or approved private school. A notification is required for each child upon attaining the age of compulsory attendance.
4. Homeschool education plan forms (both elementary and secondary) are available upon request from the office of Child Study at (508) 799-3175 for the convenience of the parent and the district. The form is provided as a convenience but is not required so long as the information is provided.

II. Homeschooling Plan Requirements

1. The parent/guardian must provide the following information as part of the home education plan, which will be reviewed by the Superintendent's Designee:
 - i. The proposed curriculum and the number of hours of instruction in each of the proposed subjects;
 - ii. The competency of the parents/guardians to teach the children;
 - iii. The textbooks, workbooks and other instructional aids to be used by the children and the lesson plans and teaching manuals to be used by the parents/guardians; and
 - iv. Evidence of progress to ensure educational progress in each subject area and the attainment of minimum standards.
2. Evidence of Progress: Worcester Public Schools accepts a home education plan which includes one of the following approved methods of annual assessment of student progress:
 - i. Dated work samples
 - ii. Report cards
 - iii. Standardized assessments
 - iv. Scope and Sequence
 - v. Narrative report of progress

The District will provide the opportunity for home-taught children to participate in the annual standardized achievement battery which is typically administered at various times throughout the school year. Arrangements can be made with the Child Study Department.

PRIOR ACTION (continued)

5-20-19 -(continued)

III. Homeschool Plan Submission

1. To ensure prompt approval of a Homeschool Plan, parent(s)/guardian(s) are encouraged to submit a Homeschool Plan as soon as possible, but must submit their Homeschool Plan at least 14 business days before the intended commencement date of the home-based education program.
2. In the case of the continuance of an established home-based education program, parents must submit their plan at least 14 days before commencement of the next academic year.
3. Home school plans are accepted throughout the year and reviewed as received.
4. Plans submitted prior to June 15th of each year will be **reviewed and responded** to within 2 – 3 weeks. Plans submitted after June 15th of each year will be **reviewed and responded to** within 4 – 5 weeks.
5. The district will take no adverse action against a homeschooling family during the time between submission and approval if the family has submitted a homeschool plan in good faith unless otherwise required by law. However, district personnel are mandated reporters pursuant to M.G.L. Chapter 51A and will abide by their reporting requirements in appropriate cases.

IV. Homeschool Plan Review and Approval

1. The Child Study Department (as Superintendent' Designee) shall approve any homeschool plan that complies with District policy, Section II of this policy and applicable law.
2. In the event that the Child Study Department rejects a proposed homeschool plan, the reasons for the decision shall be set forth in writing to the parent/guardian, and the Superintendent or his/her designee, shall suggest specific homeschool plan revisions as necessary to cause such homeschool plan to obtain approval pursuant to this policy.
3. The Parents/Guardians will be invited for an optional meeting with the Child Study Department to receive support in successfully completing the plan. This meeting shall be offered in person or alternative means (via telephone, email etc).
4. Parents/Guardians have the right to an appeal hearing before the Superintendent regarding a homeschool plan rejection, which shall include the right to explain their proposed plan and present witnesses on their behalf. After the hearing, the Superintendent will issue a written decision setting out the reasons for his/her decision. The parents/guardians will be given an opportunity to revise their proposal to remedy any inadequacies.

PRIOR ACTION (continued)

5-20-19 - (continued)

5. If the District chooses to seek **action against** pursuant to M.G.L. Chapter 76 Section 2, the burden of proof shifts to the District to show that the instruction outlined in the home school proposal fails to equal in thoroughness and efficiency, and in the progress made therein, that in the public schools of Worcester.

V. Student Progress/Assessment

1. Parent(s)/guardian(s) will provide evidence of their child's homeschool program for review to the office of Child Study annually. It can be provided either at the end of the academic year and may be included with the submission of the Homeschool Plan for the next academic year. For families seeking to continue a home education, evidence of progress for the current year must be reviewed prior to approval of the home school plan for the upcoming year.
2. The evidence of progress shall be one of the five options listed in Section II. The family will select which option to show progress.
3. Worcester Public Schools will maintain permanent student record folders for students participating in a homeschool program which may contain work samples, standardized assessments, scope and sequence reports and/or narrative progress reports or other documents provided by parent(s)/guardian(s) and should be kept in a private and secure location by the superintendent or her/his designee. (603 CMR 23.00).

VI. Participation in Worcester Public Schools Programs

1. Home educated students do not participate in state testing programs such as MCAS and are not eligible to receive a Worcester Public School Diploma.
2. Worcester Public Schools is not responsible to supply textbooks or instructional materials to home schooling students
3. A student being educated in a home-based program within the Worcester Public Schools may have access to public school activities of an extra-curricular nature, only upon prior approval of the Superintendent or designee.
4. Home-schooled students may not participate in specific classes or courses offered during the school day that are not open to the public and that are intended for enrolled Worcester Public School students only.
5. The home-schooled student who accesses Worcester School athletics or extra-curricular activities after receiving approval from the Superintendent is subject to the following provisions that are consistent with MIAA guidelines:

PRIOR ACTION (continued)

5-20-19 - (continued)

- i. Signed Worcester Public School handbook release form must be on file with the home school plan, acknowledging compliance with all Worcester Public Schools' rules and policies including MIAA guidelines
- ii. A home-schooled student who is determined to be eligible for High School athletics shall submit quarterly progress reports for review by the High School Principal on or before the dates established by the high school for report card distribution. Progress reports shall be submitted in a format that indicates clearly whether the home-schooled student has passed or failed each course identified under the approved home-school plan
- iii. The home-schooled student is subject to all High School eligibility standards as outlined in the student handbook and MIAA guidelines.
- iv. The District reserves the right to allow enrolled students to have precedence or priority over the home school student with regard to placement on sports teams and activities that have limited enrollment.

FILE.

6-6-19 - SCHOOL COMMITTEE MEETING - The School Committee approved the action of the Standing Committee as amended. Mr. O'Connell made the following motion:
Request that item gb 8-301.1 be brought back to the Standing Committee on Governance and Employee Issues for further discussion at a meeting in the Fall.
On a voice vote, the motion was approved.

ITEM: gb #9-42

STANDING COMMITTEE: **GOVERNANCE AND EMPLOYEE ISSUES**

DATE OF MEETING: Tuesday, December 17, 2019

ITEM: Mr. O'Connell/Miss Biancheria/Mr. Comparetto/Miss McCullough/
Mr. Monfredo (January 30, 2019)

To establish a practice and procedure for expeditious compliance with School Committee Policy GCA ("All professional staff positions in the school system will be created initially by the Superintendent and approved by the School Committee.")

PRIOR ACTION:

2-7-19 - SCHOOL COMMITTEE MEETING
Referred to the Standing Committee on Governance and Employee Issues.

BACKUP: All new positions are created initially by the Superintendent and approved by the School Committee with the exception of those that are contained in grants. The Administration recommends that this item be filed.

ITEM: gb #9-109

STANDING COMMITTEE: **GOVERNANCE AND EMPLOYEE ISSUES**

DATE OF MEETING: Tuesday, December 17, 2019

ITEM: Mr. Comparetto (March 13, 2019)

Request that the Administration consider hiring a consultant to study racial equity in the Worcester Public Schools.

PRIOR ACTION:

3-21-19 - SCHOOL COMMITTEE MEETING

Referred to the Standing Committee on Governance and Employee Issues.

BACKUP: Since this item was responded to under gb #9-325 with a proposed policy to be approved, the Administration recommends that this item be filed.

ITEM: gb #9-132

STANDING COMMITTEE: **GOVERNANCE AND EMPLOYEE ISSUES**

DATE OF MEETING: Tuesday, December 17, 2019

ITEM: Mr. Comparetto (March 27, 2019)

Request that the City consider updating the City Charter by creating district School Committee seats.

PRIOR ACTION:

5-2-19 - SCHOOL COMMITTEE MEETING
Mayor Petty made the following motion:
Request that the Law Department provide a report on the process of creating district School Committee seats and the pros and cons of undertaking such a change to the City Charter.
On a voice vote, the motion was approved.
Referred to the Standing Committee on Governance and Employee Issues.

BACKUP: The same topic for this item was provided and filed in item gb #9-382. Therefore, the Administration recommends that this item be filed.

ITEM: gb #9-273

STANDING COMMITTEE: **GOVERNANCE AND EMPLOYEE ISSUES**

DATE OF MEETING: Tuesday, December 17, 2019

ITEM: Mr. O'Connell/Miss Biancheria/Mr. Monfredo (August 23, 2019)

To review the newly established policy and practice of San Mateo (California) High School, based on a successful pilot project, of prohibiting use of cellphones in school by students during the academic day.

PRIOR ACTION:

9-5-19 - SCHOOL COMMITTEE MEETING
Referred to the Standing Committee on Governance and Employee Issues.

BACKUP: Since the Administration recently updated its own cell phone policy, it recommends that items gb #9-273 and gb #9-274 be filed.

ITEM: gb #9-274

STANDING COMMITTEE: **GOVERNANCE AND EMPLOYEE ISSUES**

DATE OF MEETING: Tuesday, December 17, 2019

ITEM: Mr. O'Connell/Miss Biancheria/Mr. Monfredo (August 23, 2019)

To review the newly established policy and practice of the Crestwood (Ohio) Local School District which prohibits use of cellphones in schools by students except before and after school, at extracurricular activities and at school-related lunches

PRIOR ACTION:

9-5-19 - SCHOOL COMMITTEE MEETING
Referred to the Standing Committee on Governance and Employee Issues.

BACKUP: Since the Administration recently updated its own cell phone policy, it recommends that items gb #9-273 and gb #9-274 be filed.

STANDING COMMITTEE: **GOVERNANCE AND EMPLOYEE ISSUES**

DATE OF MEETING: Tuesday, December 17, 2019

ITEM: Administration (September 24, 2019)

To consider amendments to the current Alcohol, Tobacco and Drug Use by Students Prohibited Policy as contained in both the Student Handbook and the Policy Manual.

PRIOR ACTION:

- 10-3-19 - Mr. O'Connell made the following motion:
Request that the Administration clarify why the word **will** was changed to **may**, and he is requesting clarification on Rule 13, why the last word **suspended** is being replaced with the following sentence:
subject to disciplinary action, which may include in-school suspension, short-term suspension or long-term suspension.
On a voice vote, the motion was approved.
Miss Biancheria made the following motion:
Requested that the item be referred to the Standing Committee on Governance and Employee Issues and discuss the proposed amendments by Attorney Tobin regarding Policy JICH.
Referred to the Standing Committee on Governance and Employee Issues.
On a voice vote, the motion was approved.

BACKUP: The Administration discussed these amendments at the School Committee level and recommends that the policy be approved as amended.

ITEM: gb #9-325

STANDING COMMITTEE: **GOVERNANCE AND EMPLOYEE ISSUES**

DATE OF MEETING: Tuesday, December 17, 2019

ITEM: Administration (October 4, 2019)

To consider approval of the MASC Policy JBB – Educational Equity to be included in the Policy Manual.

PRIOR ACTION:

10-17-19 - Refer to the Standing Committee on Governance and Employee Issues.

BACKUP: Annex A (1 page) contains a copy of the MASC Policy JBB – Educational Equity.

The Administration recommends that this item be approved on a roll call.

File: JBB - EDUCATIONAL EQUITY

The School Committee's goal is to strive to address the needs of every student in each of our schools, subject to budgetary, space and other limitations.

Educational equity for the purpose of this policy is defined as providing all students, as reasonably practical, the high quality instruction and support they need to reach and exceed a common standard.

To achieve educational equity the district will commit to:

1. Systematically, when appropriate, use districtwide and individual school level data, disaggregated by race/ethnicity, gender/gender identity, national origin, language, special education, socioeconomic status and mobility to inform district decision making.
2. Raise the achievement of all students.
3. Graduate all students ready to succeed in a diverse local, national and global community.

In order to reach the goal of educational equity, as reasonably practical, for each and every student, the District shall:

1. Provide every student with access to high quality curriculum, support, and other educational resources.
2. Seek to promote educational equity as a priority in professional development.
3. Endeavor to create schools with a welcoming and inclusive culture and environment.
4. Provide multiple pathways to success in order to meet the needs of the diverse student body and actively encourage, support and expect high academic achievement for each student.

The Superintendent shall include equity practices in the district's strategic plan and goal strategies to implement this policy. The Superintendent, upon request, will periodically report to the Committee the progress of the implementation of this policy.

SOURCE: MASC

ADOPTED: September 12, 2019

ITEM: gb #9-350

STANDING COMMITTEE: **GOVERNANCE AND EMPLOYEE ISSUES**

DATE OF MEETING: Tuesday, December 17, 2019

ITEM: Miss McCullough/Mr. Foley/Mr. Monfredo (October 14, 2019)

Request that the School Committee work with the Clerk of the School Committee to determine 3 or 4 dates in 2020 for policy forums/conversations that will be open to the community.

PRIOR ACTION:

11-7-19 - Refer to the Standing Committee on Governance and Employee Issues.

BACKUP: The Administration will receive dates in January when the new School Committee is seated. The Clerk will ask the Chair and members for proposed dates. Therefore, the Administration recommends that items gb #8-247 and gb#9-350 be filed.

STANDING COMMITTEE: GOVERNANCE AND EMPLOYEE ISSUES

DATE OF MEETING: Tuesday, December 17, 2019

ITEM: Administration (November 7, 2019)

To consider approval of the following MASC Policies:

- JB – Equal Educational Opportunities
- JFABD - Homeless Students: Enrollment Rights And Services
- JFABE - Educational Opportunities For Military Children
- JFABF - Educational Opportunities For Children In Foster Care

PRIOR ACTION:

11-21-19 - Referred to the Standing Committee on Governance and Employee Issues.

BACKUP:

- Annex A (1 page) contains a copy of JB – Equal Educational Opportunities Policy.
- Annex B (3 pages) contains a copy of JFABD - Homeless Students: Enrollment Rights And Services Policy
- Annex C (2 pages) contains a copy of JFABE - Educational Opportunities For Military Children Policy.
- Annex D (2 pages) contains a copy of JFABF - Educational Opportunities For Children In Foster Care Policy.

The Administration recommends that the item be approved on a roll call.

File: JB - EQUAL EDUCATIONAL OPPORTUNITIES

In recognition of the diversified characteristics and needs of our students and with the keen desire to be responsive to them, the School Committee will make every effort to protect the dignity of the students as individuals. It also will offer careful consideration and sympathetic understanding of their personal feelings, particularly with reference to their race, color, sex, gender identity, religion, national origin, sexual orientation, homeless status, physical and intellectual differences, pregnancy or pregnancy related condition.

To accomplish this, the Committee and its staff will make every effort to comply with the letter and the spirit of the Massachusetts equal educational opportunities law which prohibits discrimination in public school admissions and programs.

This will mean that every student will be given equal opportunity in school admission, admissions to courses, course content, support services, and extracurricular and athletic activities.

All implementing provisions issued by the Board of Elementary and Secondary Education in compliance with this law will be followed.

SOURCE: MASC February 2019

LEGAL REFS.: Title VI, Civil Rights Act of 1964

Title VII, Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972

Executive Order 11246, as amended by E.O. 11375

Title IX, Education Amendments of 1972

M.G.L. 76:5; 76:16 (Chapter 622 of the Acts of 1971)

BESE regulations 603 CMR 26:00

BESE regulations 603 CMR 28.00

The McKinney-Vento Act and Title I Part A, as Amended by the Every Student Succeeds Act of 2015

CROSS REF.: AC, Nondiscrimination

NOTE: The cross reference is to a related statement in this manual.

File: JFABD - HOMELESS STUDENTS: ENROLLMENT RIGHTS AND SERVICES

As required by law, the district will work with homeless children and youth and unaccompanied youth 1 (collectively, "homeless students") as well as their families or legal guardians to provide stability in school attendance and other services. Special attention will be given to ensuring the enrollment and attendance of homeless students not currently attending school. Homeless students will be provided district services for which they are eligible, including Head Start and comparable pre-school programs, Title I, similar state programs, special education, bilingual education, vocational and technical education programs, gifted and talented programs, school nutrition programs, summer programming and extracurricular activities.

Homeless students are defined as lacking a fixed, regular and adequate nighttime residence, including:

1. Sharing the housing of other persons due to loss of housing, economic hardship, or similar reason;
2. Living in motels, hotels, trailer parks or camping grounds due to the lack of alternative adequate accommodations;
3. Living in emergency or transitional shelters;
4. Being abandoned in hospitals;
5. Living in public or private places not designed for or ordinarily used as regular sleeping accommodations for human beings;
6. Living in cars, parks, public spaces, abandoned buildings, substandard housing, transportation stations or similar settings; and
7. Migratory children living in conditions described in the previous examples.

Students Remaining in Schools of Origin

It is presumed to be in the best interest of homeless students to remain in their schools of origin, i.e. the school that the student was attending at the time he or she became homeless, or the last school the student attended prior to becoming homeless. Homeless students may continue to attend their school of origin for as long as they remain homeless or until the end of the academic year in which they obtain permanent housing. For homeless students who complete the final grade level served by the school of origin, the term "school of origin" shall also include the receiving school in the same school district educating students at the next grade level.

Homeless students are entitled to transportation comparable to that provided for all other students attending school in the district. The district will transport students who are sheltered or temporarily residing within the district to the students' school of origin. For homeless students attending a school of origin located outside the district in which the student is sheltered or temporarily residing, the district in which the school of origin is located will coordinate with the district in which the student is sheltered or temporarily residing to provide the transportation services necessary for the student, and these districts will divide the cost equally. Formerly homeless students who find permanent housing mid-school year will continue to receive transportation services until the end of the school year.

Students Enrolling in District Where Sheltered or Temporarily Residing

Parents or guardians may elect to enroll homeless students in the school district in which the student is sheltered or temporarily residing, rather than having the student remain in the school of origin. Enrollment changes for homeless students should take place immediately.

If homeless students are unable to provide written proof of their shelter or temporary residence in the district, the homeless liaison will work with the family seeking enrollment to determine homelessness. Information regarding a homeless student's living arrangement shall be considered a student education record, and not directory information. Records containing information about the homeless student's living arrangement may not be disclosed without the consent of the parent or satisfaction of another student-privacy related exemption.

If the student does not have immediate access to immunization records, the student shall be permitted to enroll under a personal exception. Students and families should be encouraged to obtain current immunization records or immunizations as soon as possible, and the district liaison is directed to assist. Emergency contact information is required at the time of enrollment consistent with district policies, including compliance with the state's address confidentiality program when necessary. After enrollment, the district will immediately request available records from the student's previous school.

Attendance rights by living in attendance areas, other student assignment policies, or intra and inter-district choice options are available to homeless families on the same terms as families who reside in the district. Accordingly, the district will provide transportation services to school in a manner comparable to the transportation provided for all other students in the district.

Dispute Resolution

If the district disagrees with a parent or guardian's decision to keep a student enrolled in the school of origin and considers enrollment in the district where the student is sheltered or temporarily residing to be in the student's best interest, the district will explain to the parent, in writing and in a language the parent can understand, 2 the rationale for its determination and provide parent with written notice of their rights to appeal the district's determination to the Massachusetts Department of Elementary and Secondary Education 3. During the pendency of any such appeal, the student should remain enrolled in the school selected by the parent or guardian, receiving transportation to school and access to other available services and programs.

The Massachusetts Department of Elementary and Secondary Education's Advisory on Homeless Education Assistance contains additional information about educating homeless students and the appeal process. This advisory is available at the following link: <http://www.doe.mass.edu/mv/haa/mckinney-vento.docx>

Homeless Liaison

The Superintendent shall designate an appropriate staff person to be the district's liaison for homeless students and their families. The district's liaison for homeless students and their families shall coordinate with local social service agencies that provide services to homeless children and youths and their families; other school districts on issues of transportation and records transfers; and state and local housing agencies responsible for comprehensive housing affordability strategies. This coordination includes providing public notice of the educational rights of homeless students in locations such as schools, family shelters and soup kitchens. The district's liaison will also review and recommend amendments to district policies that may act as barriers to the enrollment of homeless students. The liaison shall ensure district staff receive professional development and other support on issues involving homeless students.

LEGAL REFS.: The McKinney-Vento Act and Title I, Part A, as Amended by the Every Student Succeeds Act of 2015

SOURCE: MASC October 2019

File: JFABE - EDUCATIONAL OPPORTUNITIES FOR MILITARY CHILDREN

To facilitate the placement, enrollment, graduation, data collection, and provision of special services for students transferring into or out of the District because of their parents or guardians being on active duty in the U.S. Armed Services, the District supports and will implement its responsibilities as outlined in the Interstate Compact on Educational Opportunity for Military Children. The district believes it is appropriate to remove barriers to educational success imposed on children of military families resulting from frequent moves required by parents' or guardians' military deployment.

Definitions

Children of military families: School aged children, enrolled in kindergarten through 12th grade, in the household of an active duty member of the uniformed service of the United States, including members of the National Guard and Reserve serving on active duty.

Deployment: The period one month before the service members' departure from their home station on military orders through six months after return to their home station.

Education(al) records: Official records, files, and data directly related to a student and maintained by the school including, but not limited to, records encompassing all the material kept in the student's cumulative folder.

Eligible students are children of military families as well as the children of veterans who have been severely injured and medically discharged, and children of active duty personnel who died on active duty. Children of retired active duty personnel are also eligible to receive services for one year following the discharge due to severe injury, or the retirement or death of an active military parent. The Compact does not apply to children of inactive Guard or Reserves, veterans and retired personnel not included above, or U.S. Department of Defense personnel and other federal civil service employees and contract employees.

The District's responsibilities to eligible students include the following:

- Sending schools must send either official or unofficial records with the moving students and District receiving schools must use those records for immediate enrollment and educational placement.
- Upon enrollment of an eligible student, the receiving school must request official records and the sending schools shall respond within 10 days with the records.
- Immunization requirements of the District may be met within 30 days from the date of enrollment (or be in progress).
- Receiving schools must initially honor placement of students in all courses from the sending school. These include, but are not limited to, Honors, International Baccalaureate, Advanced Placement, vocational-technical, and career pathway courses if those courses are offered in the receiving school and space is available. The receiving schools must also initially honor placement of like programs to those of the student in the sending state, including, but not limited to, Gifted and Talented programs, and English as a Second Language programs. Receiving schools are not precluded from performing subsequent evaluation to ensure the appropriate placement and continued enrollment of the student in courses and programs.

- In compliance with federal law, the district will assume financial and programmatic responsibility for the special education programs of students with existing IEPs drafted in other states.
- As appropriate, the District will exercise the right to waive prerequisites for all courses and programs, while also maintaining its right to re-evaluate the student to ensure continued enrollment, also as deemed appropriate.
- Students of active duty personnel shall have additional excused absences, as necessary, for visitations relative to leave or deployment.
- An eligible student living with a noncustodial parent or other person standing in loco parentis shall be permitted to continue to attend the school in which he or she was enrolled while living with the custodial parent or guardian, without any tuition fee imposed.
- The District high school will accept exit or end-of-year exams required from the sending state, national norm-referenced tests, or alternate testing instead of testing requirements for graduation in the District (receiving state.) If this is not possible, the alternative provision of the Interstate Compact shall be followed to facilitate the on-time graduation of the student in accordance with Compact provisions.

LEGAL REFS: M.G. L. 15E;

SOURCE: MASC October 2019

File: JFABF - EDUCATIONAL OPPORTUNITIES FOR CHILDREN IN FOSTER CARE

The purpose of this policy is to ensure the educational stability of students in foster care. Educational stability has a lasting impact on students' academic achievement and wellbeing, and the School Committee is committed to supporting all efforts to ensure that students in foster care have equal access to high-quality, stable educational experiences from preschool (if offered) through high school graduation.

Irrespective of the location of a foster care placement, students in foster care will continue to attend their school of origin, unless after a collaborative decision-making process, it is determined to be in the student's best interest to enroll in and attend school in the district in which the student resides in foster care. Enrollment of students in the district where they reside in foster care will take place immediately upon such a determination.

The district has designated a point of contact for students in foster care. The district and the point of contact will collaborate with DCF to ensure that students can access transportation and the other services to which they may be entitled.

Best Interest Determination

Decisions about whether a student in foster care should continue to attend the school of origin should be made collaboratively by DCF, the student (as appropriate), the student's family and/or foster family (or, if different, the person authorized to make educational decisions on behalf of the student), the school and district of origin, and (when appropriate) the local district where the student is placed. Best interest determinations should focus on the needs of each individual student and account for unique factors about the student and his or her foster care placement. Every effort should be made to reach agreement regarding the appropriate school placement of a student in foster care; however, DCF will finalize the best interest determination if the relevant parties cannot agree on the best school for the student to attend.

The district can seek review of DCF's decision by utilizing a Foster Care School Selection Dispute Resolution Process established by DESE and DCF. Decisions made through this process are not subject to review. To the extent feasible and appropriate, the district will ensure that a child remains in his or her school of origin while the disputes are being resolved to minimize disruptions and reduce the number of moves between schools.

Transportation

The district of origin must collaborate with DCF on how transportation will be arranged and provided to ensure that students in foster care who need transportation to remain in their school of origin will receive such transportation while they are in foster care.

Transportation options may include using Title I funds, establishing regional collaborations among districts, coordinating with existing routes for transportation, seeking help from foster parent(s), etc. Absent other agreements between the district and DCF, the district of origin is responsible for providing transportation to and from the school of origin.

Immediate Enrollment

If it is in the best interest of a student in foster care to leave the school of origin, the student must be immediately enrolled in the district in which he or she resides in foster care. During enrollment of students in foster care, DCF representatives will present the district with a form indicating that the student is in foster care, along with a state-agency identification badge.

If the student does not have immediate access to immunization records, the student shall be permitted to enroll under a personal exception. Students and families should be encouraged to obtain current immunization records or immunizations as soon as possible, and the district liaison is directed to assist. Emergency contact information is required at the time of enrollment consistent with district policies, including compliance with the state's address confidentiality program when necessary. After enrollment, the district will immediately request available records from the student's previous school.

Attendance rights by living in attendance areas, other student assignment policies, or intra and inter-district choice options are available to homeless families on the same terms as families who reside in the district. Accordingly, the district will provide transportation services to school in a manner comparable to the transportation provided for all other students in the district.

LEGAL REFS: Every Student Succeeds Act (ESSA);

Fostering Connections to Success and Increasing Adoptions Act of 2008
(Fostering Connections Act)

SOURCE: MASC October 2019