

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

AGENDA #8

The School Committee will hold a regular meeting:

on: Thursday, May 2, 2019  
at: 6:00 p.m. – Executive Session  
7:00 p.m. – Regular Session  
in: Esther Howland South Chamber, City Hall

ORDER OF BUSINESS

ACTION

I. CALL TO ORDER

INVOCATION – Reverend Gary Shahinian  
Park Congregational Church

PLEDGE OF ALLEGIANCE

NATIONAL ANTHEM - Rice Square School's Chorus

II. ROLL CALL

III. APPROVAL OF RECORDS

aor #9-7 - Clerk  
(April 17, 2019)

To consider approval of the Minutes of the School Committee Meeting  
of Thursday, April 4, 2019.

Backup

IV. MOTION FOR RECONSIDERATION - NONE

V. IMMEDIATE ACTION

ACTION

gb #9-123.1 - Administration/Mr. O'Connell/Miss Biancheria/  
Mr. Foley/Mr. Monfredo/Mayor Petty  
(April 9, 2019)

To congratulate Thomas Barrett, Coordinator of Buildings and Grounds, on his selection as recipient of the Thomas S. Green Public Service Award of the Worcester Regional Research Bureau.

gb #9-130.1 - Administration/Miss Biancheria/Mr. Monfredo/  
Mr. O'Connell/Mayor Petty  
(April 9, 2019)

To recognize Ron Charette, Executive Director of the South Worcester Neighborhood Center, located at 47 Camp Street, for his 45 years of devoted service by helping and changing people's lives.

gb #9-131.1 - Administration/Mr. O'Connell/Miss Biancheria/  
Mr. Monfredo/Mayor Petty  
(April 9, 2019)

To recognize Kwaku Nyarko on being selected as a South Central Scholars (SCS) Noonan Scholar, an award for which 900 students applied.

gb #9-148 - Administration  
(April 17, 2019)

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

VI. REPORT OF THE SUPERINTENDENT

ROS #9-7 - Administration  
(April 24, 2019)

A. CHILD NUTRITION PROGRAM  
EMERGING PROFESSIONAL CULINARY SYSTEMS

B. ADMINISTRATIVE HIGHLIGHTS

Carmen Melendez-Quintero Director, Bilingual Education  
Maura Mahoney Manager, Social and Emotional Learning  
Marie Morse Manager, Instruction and School Leadership

VII. COMMUNICATIONS AND PETITIONS -NONE

VIII. REPORT OF THE STANDING COMMITTEE

ACTION

A Budget Hearing was held at the meeting of the Standing Committee on Finance of Operations on Tuesday, April 23, 2019 at 7:00 p.m. in Room 410 at the Durkin Administration Building.

Backup

IX. PERSONNEL

9-20 The Superintendent has ACCEPTED the RESIGNATION of the person named below:

Dellocono, Erica, Teacher, Special Education, Systemwide, effective April 3, 2019.

9-21 The Superintendent has ACCEPTED the RESIGNATION for Purposes of RETIREMENT of the person named below:

Mischenko, Celeste, Teacher, English as a Second Language, Systemwide, effective April 19, 2019.

9-22 The Superintendent has APPOINTED the persons named below to the position of Cafeteria Substitute Helper, permanent/intermittent at a salary of \$13.73 per hour, from Civil Service List #319-009, effective as shown:

Belculfine, Cynthia	4/1/19
Pacheco, Edwin	4/1/19
Zukowski, Jessica	4/1/19

X. GENERAL BUSINESSACTION

gb #8-61.1 - Administration/Miss Biancheria/Mr. O'Connell/  
Mr. Monfredo/Mr. Comparetto  
(April 9, 2019)

Backup

Response of the Administration to the request to provide an update on the ways in which education is provided to staff and students, in light of the opioid crisis, as a result of the passage of the recently enacted Marijuana Law.

gb #8-219.1 - Administration/Mr. O'Connell/Miss Biancheria/  
Mr. Comparetto/Mr. Foley/Miss McCullough/  
Mr. Monfredo  
(March 28, 2019)

Backup

Response of the Administration to the request to verify the compliance, by the Worcester Public Schools, with Section 54C (a) of Chapter 71 of the Massachusetts General Laws (Chapter 443 of the Acts of 2016).

gb #9-72.1 - Administration/Miss McCullough/Miss Biancheria/  
Mr. Foley/Mr. Monfredo/Mr. O'Connell  
(April 9, 2019)

Backup

Response of the Administration to the request to provide an update on graduation rates by ethnic categories.

gb #9-87.1 - Administration/Mr. Monfredo/Miss Biancheria/  
Miss McCullough/Mr. O'Connell  
(March 27, 2019)

Backup

Response of the Administration to the request to alert schools and the community that the week of March 24th is Public School Week, sponsored by the National Education Association.

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

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

gb #9-133 - Mr. Comparetto  
(March 27, 2019)

Request that the Administration consider partnering with I-Mentor and/or Classroom Champions to create mentorship opportunities for Worcester public school students.

GENERAL BUSINESS (continued)

ACTION

gb #9-135 - Mr. Comparetto  
(March 27, 2019)

Backup

Request that the Administration create a grow your own teacher program.

gb #9-136 - Mr. Comparetto  
(March 27, 2019)

Request that the Administration provide a report regarding the status of the One City, One Library Initiative.

gb #9-137 - Mr. Comparetto  
(March 27, 2019)

Backup

Request that the Administration provide a report regarding the status of farm-to-school programs in the district.

gb #9-138 - Mr. Comparetto  
(March 27, 2019)

Backup

Request that the Administration consider developing an internship management system to help connect students with specific opportunities and mentors based on their passions.

gb #9-139 - Mr. Comparetto  
(March 27, 2019)

Request that the Administration consider a moratorium on high stakes standardized testing.

gb #9-140 - Mr. Comparetto/Mr. Foley  
(March 27, 2019)

Backup

Request that the Administration provide an update regarding progress on implementation of the Worcester Public Schools Strategic Plan.

gb #9-141 - Mr. Comparetto/Mr. Foley  
(March 27, 2019)

Request that the Administration schedule additional public hearings regarding the Worcester Public Schools' budget.

gb #9-142 - Mr. Comparetto  
(March 27, 2019)

Request that the Administration provide a report regarding the Wraparound Coordinator Program.

GENERAL BUSINESS (continued)

ACTION

gb #9-143 - Mr. Comparetto  
(March 27, 2019)

Request that the Administration make certain that students have received necessary immunizations.

gb #9-144 - Mr. Comparetto  
(March 27, 2019)

Request that the Administration provide a report on after school and out of school programming to include, but not be limited to, attendance and results.

gb #9-149 - Mr. O'Connell/Miss Biancheria/Mr. Foley/  
Miss McCullough/Mr. Monfredo  
(March 28, 2019)

Backup

Request that the Administration consider implementation of a "see-something, say-something anonymous app" such as that which the Boston Public Schools will pilot later this year, to assist students to submit tips about safety incidents to staff and police.

gb #9-150 - Mr. Monfredo/Miss Biancheria/Mr. Foley/  
Miss McCullough/Mr. O'Connell  
(April 8, 2019)

Request that the Administration provide a Report of the Superintendent regarding an action plan to help children read on grade level by the end of grade three and include class sizes, reading programs, teacher training and the need for additional funding.

gb #9-151 - Miss McCullough/Miss Biancheria/Mr. Foley/  
Mr. Monfredo/Mr. O'Connell/Mayor Petty  
(April 8, 2019)

To set a date to recognize Burncoat High School's Quadrivium for winning the WEC'Apella contest.

gb #9-152 - Mr. Monfredo/Miss Biancheria/Miss McCullough/  
Mr. O'Connell  
(April 8, 2019)

Request that the Administration consider offering a quality primary summer school reading program for those students in need of additional services.

GENERAL BUSINESS (continued)

ACTION

gb #9-153 - Mr. Monfredo/Miss Biancheria/Mr. O'Connell  
(April 8, 2019)

Backup

Request that the Administration invite Tina Grosowsky, Project Coordinator for the Central Massachusetts Tobacco Free Community Partnership to give a short presentation on the issue of vaping.

gb #9-154 - Miss Biancheria/Mr. Foley/Miss McCullough/  
Mr. Monfredo/Mr. O'Connell/Mayor Petty  
(April 8, 2019)

Request that the Administration forward a letter of congratulations to Mymoon Bhuiyan, a student at Burncoat High School for placing third in the Worcester Science and Engineering Fair which was held at WPI on March 8, 2019.

gb #9-155 - Mr. Monfredo/Miss Biancheria/Mr. Foley/  
Miss McCullough/Mr. O'Connell/Mayor Petty  
(April 8, 2019)

Request that the Administration forward letters to the following students on being selected for the John Philip Sousa National Honor Band – New England Region.

**Burncoat Middle School**

Brigid Keaney, Flute  
Nick York, Clarinet  
Maria Carmen Johnston-Medina, Trumpet  
Lauren Popinchalk, French Horn

**Burncoat High School**

Aisling Novick, Trumpet  
Micah Haynes, Euphonium

**South High Community School**

Clarise Liu, Clarinet  
Alexandra Economou, Tuba

GENERAL BUSINESS (continued)

ACTION

gb #9-156 - Administration  
(April 8, 2019)

To consider approval of the following donations:

- \$22,008.00 to the Worcester Public Schools Athletics Department from the Office of District Attorney Joseph D. Early, Jr. to assist with Freshman Basketball Teams to involve youth in programs that help to prevent crime, gang activity and substance abuse.
- \$2,303.00 to South High Community School from Andy's Attic to assist with the purchase of Chromebooks
- \$28.50 to Tatnuck Magnet School from Yankee Candle
- \$225.00 to Tatnuck Magnet School from Sports Alive
- \$500.00 to Tatnuck Magnet School from I.U.O.E. Local No.4
- \$2,354.00 to Tatnuck Magnet School from various donors through fundraising efforts
- \$10.00 to Lake View School from Ruben Ardon
- \$1,000 to New Citizens Center Secondary from Herlihy Insurance
- \$9,070.19 to South High Community School from the "Class of 1963 Scholarship in Memory of Robert Aucoin"
- \$450.00 to the Worcester Public Schools Transition Program for assistance with research from Boston University
- \$75.00 to Lisa Wolfe and family from the South High Community School Black Student Union

gb #9-157 - Administration  
(April 8, 2019)

To approve a prior fiscal year payment in the amount of \$7,103.53 to the City of Springfield.

gb #9-158 - Administration  
(April 8, 2019)

Request that the Administration consider approval to add the Massachusetts Seal of Biliteracy to the Policy Handbook.

gb #9-159 - Mr. Comparetto/Mr. Foley  
(April 9, 2019)

Request that the Mayor provide an update regarding the Sex Education Taskforce.

Backup



GENERAL BUSINESS (continued)

ACTION

gb #9-160 - Mayor Petty/Miss Biancheria/Mr. Comparetto/  
Mr. Foley/Miss McCullough/Mr. Monfredo  
(April 9, 2019)

Request that the Superintendent produce the last 10 number of years of suspension and discipline data for review by the public and School Committee and a full review of data collection, storage and dissemination procedures to develop best practices for transparency.

gb #9-161 - Mayor Petty/Mr. Comparetto/Mr. Foley/  
Miss McCullough/Mr. Monfredo/Mr. O'Connell  
(April 9, 2019)

Request that the Superintendent provide estimated budgeting needed for a Chief Diversity /Equal Opportunity Officer and her organizational plan for implementation.

gb #9-162 - Mayor Petty/Miss Biancheria/Mr. Comparetto/  
Mr. Foley/Miss McCullough/Mr. Monfredo/  
Mr. O'Connell  
(April 9, 2019)

Request that the Superintendent report on district processes and compliance with MGL c222 and make any necessary proposals for changes in policy and procedure.

gb #9-163 - Mayor Petty/Miss Biancheria/Mr. Comparetto/  
Mr. Foley/Miss McCullough  
(April 9, 2019)

Request that the Superintendent reengage with Worcester State University in order to refresh and update the 2014 report, "Suspensions in Worcester: A Continuing Conversation."

gb #9-164 - Mayor Petty/Mr. Comparetto/Mr. Foley/  
Miss McCullough/Mr. Monfredo/Mr. O'Connell  
(April 9, 2019)

Request that the Superintendent inform the School Committee on her plan and timeline for professional development and training on cultural differences, unconscious bias and diversity.

GENERAL BUSINESS (continued)

ACTION

gb #9-165 - Mayor Petty/Miss Biancheria/Mr. Comparetto/  
Mr. Foley/Miss McCullough/Mr. Monfredo/  
Mr. O'Connell  
(April 9, 2019)

Request that the Superintendent report to the School Committee on her plans to introduce trauma informed care into our schools as well as budgeting requirements for Fiscal Year 2020.

gb #9-166 - Mayor Petty/Miss Biancheria/ Mr. Comparetto/  
Mr. Foley/Miss McCullough/Mr. Monfredo/  
Mr. O'Connell  
(April 9, 2019)

Request that the Superintendent report on school funding of community nonprofits such as African Community Education, the Latino Education Institute and the South East Asian Coalition.

gb #9-167 - Miss McCullough/Miss Biancheria/Mr. Foley/  
Mr. Monfredo/Mr. O'Connell/Mayor Petty  
(April 10, 2019)

To set a date to recognize the winners of the "Shout Out Awards" at the Goddard School of Science and Technology as part of their turnaround process.

gb #9-168 - Administration  
(April 24, 2019)

Backup

To accept the Improving Student Access to Behavioral and Mental Health Services Grant in the Amount of \$110,000.

gb #9-169 - Administration  
(April 24, 2019)

Backup

To accept the Teacher Diversification Pilot Program Grant in the Amount of \$178,560.

gb #9-170 - Mr. Monfredo/Miss Biancheria/Mr. O'Connell/  
Mayor Petty  
(April 22, 2019)

Request that the Administration forward an e-mail to all teachers, staff and nurses for their dedication to the children of the Worcester Public Schools' in celebration of Teachers/Staff and Nurses Appreciation Week.

GENERAL BUSINESS (continued)

ACTION

gb #9-171 - Administration  
(April 22, 2019)

To select a voting delegate and an alternative voting delegate for the Annual Business Meeting of the Massachusetts Association of School Committees, scheduled for November 8, 2019.

gb #9-172 - Administration  
(April 22, 2019)

To approve a prior fiscal year payment in the amount of \$1,069.10 for a building custodian.

gb #9-173 - Administration  
(April 22, 2019)

To approve prior fiscal year payments in the total amount of \$3,038.00 for a member of Unit D-Computer Technician Group.

gb #9-174 - Administration  
(April 22, 2019)

To approve a prior fiscal year payment in the amount of \$1,444.43 for a school nurse.

gb #9-175 - Mr. Monfredo/Miss Biancheria/Mr. O'Connell/  
Mayor Petty  
(April 22, 2019)

Request that the Administration forward letters to the Worcester Technical High Schools' Drama Club and its director Michael Gemme for its performance of Radium Girls.

gb #9-176 - Miss McCullough/Mr. Monfredo/Mr. O'Connell  
(April 23, 2019)

To explore the feasibility of hiring, in this year's Budget, a Director of Corporate and Community Relations.

GENERAL BUSINESS (continued)ACTION

gb #9-177 - Mr. Monfredo/Miss Biancheria/Mr. O'Connell/  
Mayor Petty  
(April 23, 2019)

Request that the Administration forward letters of congratulations to the following students of the Model UN Debate Clubs for receiving awards at Worcester State University and to students from South High Community School who chaired various Model UN Committees:

Sullivan Middle School: Advisor – David Crompton

Benedict Morrow	Best Public Speaker - General Assembly/United States
Erynne McGuiness	Best Public Speaker - UNEP/China
Shannon Dennehy and Lucy Reidy	Best Negotiator- UNDP/China
Olivia and Emma Robeau	Best Negotiator- UNESCO/Japan

Worcester East Middle School: Advisor – Daniel Makela

Name	Country	Topic	Award
Anne Le Nadia Frempong	Chad	Access to water	Best position paper
Balia Kebeh Giana Conti	United States	Cybercrime	Best position paper
Michael Elleby Vraj Patel	United States	Food security	Best negotiators

South High Community School: Conference Chairs

Dea Cenolli and Bryce Maloney - General Assembly  
Jessica Cohen - UNDP  
Katherine Noroian - WFP  
Miles Appleton and Ava Derr - UNEP  
Emily Synan - UNODC

gb #9-178 - Miss Biancheria/Mr. Monfredo/Mr. O'Connell/  
Mayor Petty  
(April 23, 2019)

Request that the Administration forward, on behalf of the School Committee, a letter of appreciation to Francesco C. Cesareo, Ph.D., President of Assumption College for inviting the Worcester Public Schools' children to the 15<sup>th</sup> Annual Duck Day to welcome back the ducks to the pond.

GENERAL BUSINESS (continued)

ACTION

gb #9-179 - Miss Biancheria/Mr. Monfredo/Mr. O'Connell  
(April 23, 2019)

Request that the Facility Division clean areas of growth at school sites to make student pathways clear and safe.

XI. EXECUTIVE SESSION

gb #9-180-- (Administration)  
(April 24, 2019)

To conduct strategy in preparation for contract negotiations with nonunion personnel and to conduct negotiations with nonunion personnel – Superintendent, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.

To discuss strategy with respect to collective bargaining for Aides to the Physically Handicapped and Monitors, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.

To discuss strategy with respect to collective bargaining and litigation- Petition for Certification by Written Majority Authorization/EAW- Bus Drivers, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.

XII. ADJOURNMENT

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

IN SCHOOL COMMITTEE  
 Worcester, Massachusetts  
 Thursday, April 4, 2019  
 Agenda #6

The School Committee of the Worcester Public Schools met in Open Session at 7:30 in the Council Chamber at City Hall on Thursday, April 4, 2019.

There were present at the Call to Order:

Miss Biancheria, Mr. Comparetto, Mr. Foley,  
 Miss McCullough, Mr. Monfredo and Mr. O'Connell  
 and Mayor Petty

It was moved to recess to Executive Session:

Executive Session

1. gb #9-147 Administration  
 (March 27, 2019)

To discuss strategy with respect to collective bargaining and to conduct collective bargaining regarding Grievance #18/19-13.

To discuss strategy with respect to litigation for a Worker's Compensation case 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 discuss strategy with respect to collective bargaining and litigation 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 discuss strategy with respect to litigation in the case of Jane Doe v. Worcester Public Schools.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Mr. Foley,  
 Miss McCullough, Mr. Monfredo,  
 Mayor Petty 5

Against the motion: 0

Absent: Mr. Comparetto, Mr. O'Connell  $\frac{2}{7}$

The motion carried.

There were present at the Call to Order:

Miss Biancheria, Mr. Foley, Miss McCullough,  
Mr. Monfredo and Mayor Petty

There were absent: Mr. Comparetto Mr. O'Connell

Mr. O'Connell arrived at 6:10 p.m.

Mr. Comparetto arrived at 6:25 p.m. and left at  
6:35 p.m.

The School Committee recessed to Executive  
Session from 6:00 p.m. to 7:20 p.m.

The School Committee reconvened in Open Session  
at 7:30 p.m.

The invocation was given by Reverend Paul Frechette  
of Our Lady of Perpetual Help Church.

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

There were present at the second Call to Order:

Miss Biancheria, Mr. Comparetto, Mr. Foley,  
Miss McCullough, Mr. Monfredo, Mr. O'Connell  
and Mayor Petty

2. Pursuant to action taken in Executive Session, it was  
moved to deny Grievance #18/19-13.

Grievance/  
18/19-13

On a roll call of 6-1 (against the motion-Mr.  
Comparetto), Grievance #18/19-13 was denied  
and a request was made that the Administration  
explore options with regard to preparation time for  
Pre-K and kindergarten educators.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Mr. Foley,  
Miss McCullough, Mr. Monfredo,  
Mr. O'Connell, Mayor Petty 6

Against the motion: Mr. Comparetto  $\frac{1}{7}$

The motion carried to deny Grievance #18/19-13  
and a request was made that the Administration  
explore options with regard to preparation time for  
Pre-K and kindergarten educators.

APPROVAL OF RECORDS

Minutes/  
approval of

3. aor #9-4 - Clerk  
(March 13, 2019)

To consider approval of the Minutes of the School Committee Meeting of Thursday, March 21, 2019.

It was moved and voice voted to approve the Minutes of the School Committee Meeting of Thursday, March 21, 2019.

Worcester  
Coalition for  
Education Equity

4. It was moved and voice voted to allow Isabel Gonzalez-Webster to speak on behalf of the Worcester Coalition for Education Equity regarding Latino students. She stated that the community has failed to meet the professional, ethical and moral obligations to establish and maintain a public education system that reflects values and honors the success of all students. She suggested the following ways to improve the statistics from DESE regarding Latino students:

- Create local accountability around student performance.
- Listen to constituents concerns and suggestions.
- Promote accountability.
- Develop standards for measuring schools to supplement the standards set by the state and federal government.
- Recruit more diverse teachers and administrators.
- Deliver high quality education.
- Allocate and support funds to support English Language Learners and
- Hire a Chief Diversity Officer.



Mayor Petty stated that the Latino community raised concerns over the data that suggests a significant disparity in suspension rates and an uneven application of discipline. He further stated that Superintendent Binienda has taken this issue very seriously and has released data that indicated an improvement in suspension rates. Last year, he convened the Mayor's Commission on Latino Education and Advancement, which is co-chaired by Louis Pedraja, President of Quinsigamond Community College and Mary Jo Marion from Worcester State University. This Commission has and will continue to review and make recommendations to provide the best opportunities for Latino students in the Worcester Public Schools.

The Mayor set forth a plan to remediate problems by asking that the school department:

1. provide the necessary student-sensitive data needed to do a thorough review of the suspension rates in the Worcester Public Schools
2. hire a Chief Diversity and Equal Opportunity Officer
3. ensure that the school system is in full compliance with MGL c222 and request that the Administration make necessary changes to school policies and procedures, if needed
4. re-engage a collaboration between Worcester State University and the Worcester Public Schools in order to update the 2014 report on "Suspension in Worcester: A Continuing Conversation"
5. incorporate training practices focused on understanding cultural differences, unconscious bias and trauma informed care
6. engage public and private college partners to develop strategies for Education Preparation Programs focused on recruitment and support of our diverse student population
7. submit a report from the Mayor's Commission on Latino Education and Advancement no later than August 15, 2019

Mr. O'Connell stated that an English Learning Parent Advisory Council was recently established which offers a great opportunity for English Language Learners to have their voices and recommendations heard.

IMMEDIATE ACTION

Recognition/  
Doherty Memorial  
High School  
Powerlifting Team

5. gb #9-85.1 - Administration/Mr. Monfredo/  
Miss Biancheria/Miss McCullough/  
Mayor Petty  
(March 25, 2019)

To recognize the following students from Doherty Memorial High School's Powerlifting Team for placing first at the Elite High Open Cup held in Middleton, MA and

Alwaleed Al Habeeb	Jason Amantea
Michael Boutros	Anthony Migridichian
Kyle Monfredo	Michael Monfredo
Jordan Nguyen	Kwaku Nyarko
Fabian Valencia	
Bradley Dustin, Coach	

and the following Doherty Memorial High School students for placing third overall in the Statewide Ryan Moore New England Open

Jason Amantea	Kyle Monfredo
Michael Monfredo	Kwaku Nyarko
Joshua Brunelle	

It was moved and voice voted to take the following items out of order:

Communication/  
EAW

6. c&p #9-1 - Clerk  
(March 27, 2019)

To consider a communication from Roger Nugent, President of the EAW, regarding School Committee member Dante Comparetto's comment that claims "Crazy amounts of racism in the Worcester Schools."

Mayor Petty read the following amended wording for the item:

To consider a communication from Roger Nugent, President of the EAW, **regarding School Committee member Dante Comparetto's comment that claims "Crazy amounts of racism in the Worcester Schools."**

Roger Nugent, President of the EAW, stated that the members of the EAW strive to create an environment that is welcoming and inclusive and believes that all students must be treated fairly and that discipline must be grounded in justice.

Mr. Comparetto stated that the system needs to make sure it is working to reduce the achievement gap by calling for more early childhood education programs, social emotional supports and health supports to make sure the neediest kids are getting their basic needs met.

It was moved and voice voted to file the item.

7. c&p #9-2 - Clerk  
(March 27, 2019)

Communication/  
Speech Language  
Pathologists

To consider a communication from Meghan Thomson and Linda Ohl, relative to the need for additional Speech Language Pathologists.

Megan Thomson and Linda Ohl spoke to the need for more Speech Language Pathologists.

Mr. O'Connell made the following motion:

Request that the Administration provide a report at the Standing Committee on Finance and Operations' Public Hearing meeting in April relative to the cost to increase the Table of Organization for Speech Language Pathologists. It was further requested to refer this item to the FY20 Budget.

On a voice vote, the motion was approved.

Referred to the Public Hearing on the FY20 Budget to include, but not be limited to, discussion of c&p #9-2.

It was moved and voice voted to refer the item to the Standing Committee on Finance and Operations' Public Budget Hearing Meeting in April.

Student  
Representatives

8. gb #9-118 - Administration  
(March 27, 2019)

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

It was moved and voice voted to file the item.

Report of the  
Superintendent/  
AVID SYSTEM

9. REPORT OF THE SUPERINTENDENT

ROS #9-5 - Administration  
(March 27, 2019)

THE AVID SYSTEM IN THE WORCESTER PUBLIC SCHOOLS

Sharon Leary and Janet Matthews provided an excellent PowerPoint presentation on the AVID System in the Worcester Public Schools.

Jailene Muñoz, a graduate of North High School, stated that the AVID program helped to shape her career to become a teacher in the Worcester Public Schools.

Mr. Foley suggested that Miss Muñoz consider visiting each secondary school to relate her success in the AVID Program which encouraged her to become a teacher in the Worcester Public Schools.

It was moved and voice voted to file the item.

REPORTS OF THE STANDING COMMITTEES

10. The Standing Committee on Teaching, Learning and Student Supports met at 4:03 p.m. on Wednesday, March 20, 2019, at the Durkin Administration Building in Room 410.

Boston Debate  
League

gb #2-139 - Mr. O'Connell/Mr. Monfredo/Ms. Colorio (April 11, 2012)

To consider development of a partnership with the Boston Debate League to support academic debate teams in high schools in Worcester.

Mr. Monfredo made the following motions:

Request that the Administration provide a list of debate competitions that will take place in the City of Worcester.

Request that the Administration investigate opportunities for private sector funding to help support and expand the debate competitions.

Request that the Administration consider competitions between and among the Worcester schools.

On a voice vote, the motions were approved.

Mr. O'Connell made the following motions:

Request that the Administration contact Toastmasters International and organizations that focus on debating to determine if they are able to assist the program by volunteer efforts or by financial contributions.

Request that the Administration consider providing transportation for students to debate competitions in smaller vans and using student activity funds and other available resources to minimize the cost to the Budget and to determine if there are other options to expand the program by supplemental funding.

On a voice vote, the motions were approved.

It was moved and voice voted to file the item and provide the responses in a Friday Letter in June 2019.

gb #6-270 - Mr. Monfredo/Mr. O'Connell/Ms. Colorio/Miss McCullough/Miss Biancheria (July 22, 2016)

Summer School Programs

Request that the Administration provide a report on the summer school programs to include:

- academic progress
- attendance
- community involvement
- engagement of colleges in summer activities
- number of ELL students
- number of grade 1 and 2 students

and suggest improvements for next year.

Mr. Monfredo made the following motions:

Request that the Administration interact with interfaith organizations, social service agencies and other appropriate entities for help in assisting with the recruitment of students to attend summer school programs.

Request that the Administration interact with interfaith organizations, social service agencies and other appropriate entities to consider holding summer workshops and other activities that would assist with the enrollment of students in summer programs.

Request that the Administration provide a report regarding the outreach initiatives to students who are struggling academically and who will benefit from the summer programs.

Request that the Administration provide a report regarding the efforts made to recruit students in grades 1 to 3 who will benefit from supplemental literacy and mathematics work during the summer months.

Request that the Administration provide a report on any appropriate actions the School Committee can or should take that would help in the effort with the enrollment of more students who will benefit from the summer programs and the summer activities.

Request that the Administration send ConnectEd messages out during the months of June, July and August to parents regarding the Summer Reading Program.

On a voice vote, the motions were approved.

It was moved and voice voted to hold the item for a report in May 2019.

gb #7-4 - Mr. O'Connell/Mr. Foley/Ms. Colorio/Mr. Monfredo/Miss McCullough (December 16, 2016)

Websites/ expansion of

To urge the individual Worcester public schools, and departments, to review and expand their websites, as a means of (1) increasing the information available through them, (2) showcasing student work and achievements, (3) sharing detailed curricular and programmatic information, and (4) assisting prospective students and parents in making informed decisions as to selection of an appropriate school.

Mr. O'Connell made the following motions:

Request that the Administration investigate and, where feasible, expand school and student related activities such as school and student events, sports, debate and robotics competitions on the website and publicize a listing of the schedules for such events and activities on Channel 11.

Request that the Administration provide a report regarding what is already being done to showcase the Worcester Public Schools on the website.

On a voice vote, the motions were approved.

It was moved and voice voted to file the item and provide the responses to the motions in a Friday letter in September 2019.

gb #7-23 - Mr. O'Connell/Ms. Colorio/Mr. Monfredo/Miss McCullough/Miss Biancheria (January 3, 2017)

Online Grading System

To consider making an online grading system available to all teachers for the 2017-18 academic and fiscal year.

Mr. O'Connell made the following motions:

Request that the Administration implement the online grading system for the 2020-21 school year.

Request that the Administration consider the implementation of a third-party student information system which will be compatible with or incorporate an online grading system.

Request that the Administration provide recommendations, prior to the FY20 Budget, for the cost of both an online grading system and an updated student information system.

Request that the Administration forward the backup to the CPPAC and School Site Councils for their recommended budgetary impact analysis prior to the FY20 Budget and invite the members to the budgetary deliberations at the School Committee meetings in June.

On a voice vote, the motions were approved.

It was moved and voice voted to hold the item for a report in May 2019.

#### Literary Magazine

gb #7-127 - Mr. O'Connell/Ms. Colorio/Mr. Monfredo/Miss Biancheria (March 21, 2017)

To consider establishing a literary magazine for the Worcester Public Schools, to publish the writings, paintings, drawings, and other creative work of WPS students, teachers and other staff members.

Mr. O'Connell made the following motion:

Request that the Administration forward copies of the literary magazine entitled It's Literature to the members of the School Committee when it is publicized.

On a voice vote, the motion was approved.

Dr. Ganius indicated that the members of the School Committee will receive copies of the magazine and will also be invited to the student, parent and family celebration that will be held on May 16, 2019 at 4:00 p.m. at Nelson Place School.

Miss McCullough made the following motion:

Request that the school newspapers and newsletters be posted on the school website.

On a voice vote, the motion was approved.



Mr. O'Connell made the following motion:

Request that the Administration provide a report indicating the schools that print and publicize a student newspaper and also consider expanding the number of schools.

On a voice vote, the motion was approved.

It was moved and voice voted to file the item and provide the responses in a Friday Letter.

gb #7-285 - Miss McCullough/Mr. Monfredo/Miss Biancheria/Ms. Colorio/Mr. O'Connell (August 7, 2017)

Alternative Structured Learning Day Program/ snow days

To explore options and policies regarding work assigned and performed at home on snow days in an effort not to extend the school year.

Mr. O'Connell made the following motions:

Request that the Administration provide a report regarding the development of a proposal for an Alternative Structured Learning Day Program.

Request that the Administration provide recommendations, with consideration of the state guidelines, of a proposal of an Alternative Structured Learning Day Program.

On a voice vote, the motions were approved.

It was moved and voice voted to hold the item for a report in September 2019.

gb #7-322 - Mr. Monfredo/Mr. O'Connell/Miss Biancheria/Ms. Colorio (September 25, 2017)

Student Program/Food Allergies and Anaphylactic Risks

Request that the Administration consider developing a student program to instruct secondary students about food allergies and anaphylactic risks.

FILE.

gb #8-55 - Miss McCullough/Mr. O'Connell/Mr. Monfredo/Mr. Comparetto/Miss Biancheria (February 3, 2018)

Hanover Academy/ Burncoat Middle School

Request that the Administration provide a progress report on the Hanover Academy at Burncoat Middle School.

Mr. O'Connell made the following motions:

Request that the Administration continue its efforts to publicize the Hanover Academy of the Arts Program for its availability to students.

Request that the Administration update, in a Friday Letter, the ways in which the School Committee can assist budgetarily the evolution of the Hanover Academy of the Arts at Burncoat Middle School.

On a voice vote, the motions were approved.

FILE.

Teaching Hard  
History: American  
Slavery

gb #8-59 - Mr. Comparetto/Mr. O'Connell/Mr. Monfredo (February 7, 2018)

To consider a review of a publication entitled Teaching Hard History: American Slavery from the Southern Poverty Law Center.

Mr. O'Connell made the following motions:

Request that the Administration emphasize to the community what the Worcester Public Schools is doing to teach diversity in the school system.

Request that the Administration continue to implement the initiative by:

- investigating additional supplemental resources
- continuing to update the textbooks
- modifying appropriate teaching strategies and
- supporting learning academic discourse, close reading and text annotation

Request that the Administration review the material from the Southern Poverty Law Center and consider adapting the material into the curriculum.

Request that the Administration provide a report regarding the actions it has taken to date and what its plans are for the coming years.

On a voice vote, the motions were approved.

gb #8-94 - Mr. Monfredo/Miss McCullough/Mr. O'Connell (March 2, 2018)

Worcester: Future Teachers Program

Request that the Administration consider expanding the Worcester: Future Teachers Program in conjunction with Worcester State University in an effort to recruit the best and brightest students.

Mr. Monfredo made the following motions:

Request that the Administration provide recommendations to expand the Worcester: Future Teachers Program in order to make it available to more students.

Request that the Administration publicize the opportunities available for teaching in the Worcester Public Schools for students in the colleges and universities that are in the area of Worcester and others as appropriate.

Request that the Administration provide expanded opportunities for students in high schools and colleges regarding pursuit of teaching in the Worcester Public Schools.

Request that the Administration consider reaching out to students that are attending colleges that have many education majors and try to recruit them, especially those of color to teach in the Worcester Public Schools.

Request that the Administration provide an action plan regarding what is currently being done and what will be done to continue the efforts of recruiting future teachers for the Worcester Public Schools.

On a voice vote, the motions were approved.

It was moved and voice voted to hold the item for a report in June 2019.

Team Sports/  
partnerships for

gb #8-161 - Mr. Comparetto/Mr. Foley/Miss McCullough/Mr. Monfredo/Mr. O'Connell (May 9, 2018)

Request that the Administration study the feasibility of developing partnerships with Recreation Worcester and other municipal or non-municipal organizations in order to create more team sports in Worcester's middle schools.

Middle Grade  
Report

gb #8-162 - Mr. Comparetto/Mr. Foley/Miss McCullough/Mr. Monfredo/ Mr. O'Connell (May 9, 2018)

To consider a review of a report entitled Extracurricular Participation and Course Performance in the Middle Grades: A Study of Low-Income, Urban Youth by Kate Schwartz.

Athletic Programs/  
middle schools

gb #8-163 - Mr. Comparetto/Mr. Foley/Miss McCullough/Mr. Monfredo/Mr. O'Connell (May 9, 2018)

Request that the Administration provide a report regarding the process of bringing together various private and public groups to develop middle school athletic programming as highlighted in the Worcester Magazine's article entitled The Case For Middle School Sports: Can City Hoops Spark a Rebound?

(These items were considered together.)

Mr. Monfredo made the following motions:

Request that the Administration provide a report on options of expanding participation of students in middle school sports including the encouragement of more students in the middle school to do so.

Request that the Administration consider opportunities for raising funds from private sectors, booster clubs and others with an interest in sports.

Request that the Administration survey the interest of students in sports including recommendations of sports that should be added or modified in terms of inclusion in the schedule of student sports.

On a voice vote, the motions were approved.

Miss McCullough made the following motion:

Request that the Administration provide a report on the FY20 Budget recommendations for the expansion of school sports.

On a voice vote the motion was approved.

It was moved and voice voted to hold the item for a report in May 2019.

gb #8-164 -Miss Biancheria/Miss McCullough/Mr. Monfredo/Mr. O'Connell (May 9, 2018)

JROTC Programs

Request that the Administration provide a report on the JROTC programs and include ways to actively promote interest at the middle school level for high school participation in this program.

Mr. O'Connell made the following motions:

Request that the Administration discuss with the directors of the JROTC Programs ways in which the School Committee can assist budgetarily to publicize and make them available to other students.

Request that the Administration provide a report as to whether schools should be adding additional JROTC Programs in schools that do not have one.

On a voice vote, the motions were approved.

It was moved and voice voted to hold the item for a report in June 2019.

gb #8-366 - Mr. Monfredo/Miss Biancheria/Mr. Comparetto(December 10, 2018)

Parent Conferences

Request that the Administration consider having parent conferences for K-3 parents during a Professional Development Day in October.

Mr. Monfredo made the following motion:

Request that the Administration provide a report in June 2019, in a Friday Letter, on what has been implemented and discussed with principals and have further discussions with them to indicate any solutions they may have for the next school year.

On a voice vote, the motion was approved.

FILE.

#### **4-4-19 - SCHOOL COMMITTEE ACTION**

The School Committee approved the action of the Standing Committee as amended.

Online Grading  
System

gb #7-23 - Mr. O'Connell/Ms. Colorio/Mr. Monfredo/Miss McCullough/Miss Biancheria (January 3, 2017)

To consider making an online grading system available to all teachers for the 2017-18 academic and fiscal year.

Mr. Foley made the following motion:

Request that the Administration provide a report at the meeting of the Standing Committee on Finance and Operations' Public Budget Hearing in April on the online grading system and invite members of the CPPAC and other interested individuals to attend.

On a voice vote, the motion was approved.

Referred to the Public Hearing on the FY20 Budget to include, but not be limited to, discussion of gb #7-23.

11. The Standing Committee on Governance and Employee Issues met at 5:00 p.m. on Tuesday, April 2, 2019 in Room 410 at the Dr. John E. Durkin Administration Building.

CPR Programs

gb #6-271 - Mr. Monfredo/Mr. O'Connell/Ms. Colorio/Miss McCullough/Miss Biancheria/Mayor Petty (July 21, 2016)

Request that the Administration consider including training in the Heimlich maneuver as part of the Compression CPR Program and review the Heimlich Heroes Program, which was created by Deaconess Associations, Inc. (DAI) with the support from the Heimlich Institute, for possible implementation in the Worcester Public Schools.

Mr. Monfredo made the following motion:

Request that the Administration incorporate the Heimlich maneuver as part of the CPR training in grades 7-12.

On a voice vote, the motion was approved.

FILE

gb #7-107 - Mr. O'Connell/Mr. Foley/Ms. Colorio/Mr. Monfredo (March 10, 2017)

Federal FY18 Budget

To review, and to make recommendations as appropriate, as to the Federal FY18 Budget submitted by the President, as it relates to funding of the US Department of Education and its grants and programs.

FILE

gb #7-119 - Mr. Monfredo/Mr. Foley/Ms. Colorio/Mr. O'Connell (March 20, 2017)

President's Budget for Education

Request that the School Committee forward letters to the Congressional Delegation in opposition to the President's Budget for Education and its impact on the school district and further request that the MASc consider organizing all districts in Massachusetts to oppose these cuts and voice opposition to the Massachusetts Delegation.

FILE

gb #8-123.4 - Administration/Miss Biancheria/Mr. O'Connell (August 28, 2018)

FY19 Budget/motions

Responses of the Administration to the motions to:

- study the feasibility of combining all monies for snow removal into one account -500-97201 Maintenance Salaries Overtime
- make as a priority the restoration of the tutors, if funds are received from the state - 500-91134 Educational Support Services
- provide a report on the grant funded positions and the State funded positions in line B. Teaching and Learning Division on page 164 of the Budget Book -500-91110 Administration Salaries

- provide a report on the number of Maintenance Service positions for the last 3 years and compare them with those in FY19 -500-91120 Maintenance Service Salaries
- provide a report regarding the current deployment of security guards in the Worcester Public Schools - 500130-96000 Personal Services (Non Salary)

## FILE

English Learner  
Parent Advisory  
Council

qb #8-154 - Mr. O'Connell/Miss Biancheria/Mr. Comparetto/Mr. Foley/Miss McCullough/Mr. Monfredo(May 1, 2018)

To establish an English Learner Parent Advisory Council, in compliance with Section 56 of Chapter 138 of the Acts of 2017 ("An Act Relative to Language Opportunity for our Kids").

Carmen Melendez-Quintero spoke about the meetings of the newly formed English Learner Parent Advisory Council.

## FILE

Policies/excessive  
heat and humidity  
days

qb #8-285 - Mr. Foley/Mr. Comparetto/ Miss McCullough/Mr. O'Connell (September 25, 2018)

Request that the Administration consider the implications of excessive heat and humidity upon the learning environment in the classrooms and the schools without air conditioning and the adverse conditions for students, teachers and staff. The Administration should develop a policy to be followed when the city has experienced consecutive days of excessive heat and humidity and the conditions in many of the schools are intolerable.

Mr. Monfredo made the following motion:

Request that the Administration consider his guidelines on dealing with excessive heat and report back with its recommendations by July 2019.

On a voice vote, the motion was approved.



gb #8-311.1 - Administration/Miss Biancheria/Mr. Comparetto/Miss McCullough/Mr. Monfredo/Mr. O'Connell (January 16, 2019)

In Force Technology (IFT) 911 Software Program

Response of the Administration to the request to provide a report on the In Force Technology (IFT) 911 Software program that allows teachers and other staff members to contact 911 directly in case of emergency.

Mr. Monfredo made the following motion:

Request that the Administration provide in a Friday letter, an update before the end of the current school year, on the implementation of the 911 Software program.

On a voice vote, the motion was approved.

FILE

gb #8-322 -Miss McCullough/Mr. Comparetto/Mr. Monfredo/Mr. O'Connell/ Miss Biancheria (October 15, 2018)

Policy/consider establishing for lunches

Request that the Administration consider the feasibility of developing a policy regarding the amount of time for lunches, especially at the elementary level.

gb #8-324 - Miss McCullough/Mr. Comparetto/Mr. Monfredo/Mr. O'Connell/ Miss Biancheria (October 16, 2018)

Policy/consider change for recess

To review the Worcester Public Schools Recess Policy to insure that it is being adhered to districtwide.

(These items were considered together.)

Parents and students spoke on the lunch and recess times and offered suggestions.

Dr. O'Neil stated that the law requires 900 hours of class time making it difficult to adjust the lunch and recess times.

Mr. Monfredo made the following motion:

Request that the Administration provide an update in June 2019 on ways to address the time constraints, if legally possible, for lunch and recess.

On a voice vote, the motion was approved.

FILE

IT Policies/  
password change

gb #8-323 - Miss McCullough/Mr. Comparetto/Mr. Monfredo/Mr. O'Connell/Miss Biancheria (October 15, 2018)

Request that the Administration review IT policies regarding password creation and information that is shared both within the system and outside the Worcester Public Schools to insure it is utilizing appropriate safety and security measures.

FILE

H.R. 141/Social  
Security Fairness  
Act of 2019

gb #9-58 - Mr. O'Connell/Miss Biancheria/Mr. Foley/Miss McCullough/Mr. Monfredo (February 12, 2019)

To vote to support H.R. 141, the Social Security Fairness Act of 2019, "to amend Title II of the Social Security Act to repeal the government pension offset and windfall elimination provisions."

It was moved and voice voted to forward a letter to the local delegation.

**4-4-19 - SCHOOL COMMITTEE ACTION**

The School Committee approved the action of the Standing Committee as stated.

12. PERSONNEL

It was moved and voice voted to file Personnel Items 9-16 through 9-19

Appointments/  
Cafeteria  
Substitute Helper

- 9-16 The Superintendent has APPOINTED the persons named below to the position of Cafeteria Substitute Helper, permanent/intermittent at a salary of \$13.73 per hour, from Civil Service List #319-009, effective as shown:

Botchway, Doris	3/21/19
Claxton, Sharon	3/4/19
Durecut, Amy	3/26/19
Gaskill, Joseph	3/25/19
Johnson, Jonathan	3/18/19
Moise, Emmanuel	3/25/19
Rivera, Katiria	3/18/19
Torres, Layla	3/18/19
Vitale, Catherine	3/25/19

- 9-17 The Superintendent has provisionally APPOINTED the person named below to the position of 52 week Word Processor, permanent/fulltime at a salary of \$18.83 (minimum) to \$23.29 per hour (maximum) effective as shown: Appointment/  
Word Processor

Perez, Rakisha 2/11/19

- 9-18 The Superintendent has provisionally APPOINTED the person named below to the position of 42 week Word Processor, permanent/fulltime at a salary of \$19.91 (minimum) to \$24.21 per hour (maximum) effective as shown: Appointment/  
Word Processor

Rivera, Danielle 2/4/19

- 9-19 The Superintendent has provisionally APPOINTED the persons named below to the position of Junior Custodian, permanent/fulltime at a salary of \$16.22 (minimum) to \$20.64 (maximum), per hour, effective as shown: Appointments/  
Junior Custodian

Beauregard, Michael 4/8/19  
Rozenas, Jason 3/21/19

#### GENERAL BUSINESS

13. gb #8-350.2 - Administration/Mr. O'Connell/  
Miss Biancheria/Mr. Monfredo/  
Mr. Comparetto/Miss McCullough/  
Mr. Foley Online Grading  
(March 11, 2019)

Response of the Administration to the request to provide a report, at its earliest convenience, outlining the anticipated costs of implementing a system of online grading prior to the 2020 Budget discussion.

It was moved and voice voted to refer the item to the FY20 Budget.

Prior Fiscal Year  
Payment/  
LearnWell

14. gb #9-119 - Administration  
(March 15, 2019)

To approve a prior fiscal year payment in the amount of \$60.00 to the LearnWell for in-district tutoring.

It was moved and voice voted to approve the item.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Mr. Comparetto,  
Mr. Foley, Miss McCullough,  
Mr. Monfredo, Mr. O'Connell,  
Mayor Petty 7

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

The motion carried.

Recognition/  
forward letters

15. gb #9-120 - Miss McCullough/Miss Biancheria/  
Mr. Foley/Mr. Monfredo/Mr. O'Connell/  
Mayor Petty  
(March 15, 2019)

To forward letters of recognition to Jocelyn Coghlin, a teacher at Worcester Technical High School, and Awa Bamba, a student at Worcester Technical High School, for having received the Worcester Union Inspirational Woman of Worcester Award.

It was moved and voice voted to forward letters.

"Confronting White  
Nationalism in  
Schools: A Toolkit"

16. gb #9-121 - Mr. O'Connell/Miss Biancheria/  
Mr. Foley/Mr. Monfredo  
(March 19, 2019)

To review the document entitled "Confronting White Nationalism in Schools: A Toolkit," issued by the Western States Center, to determine whether it can serve as a useful document, reference and guide in the Worcester Public Schools.

It was moved and voice voted to refer the item to the Administration.

- 17. gb #9-122 - Mr. O’Connell/Miss Biancheria/  
Mr. Monfredo  
(March 19, 2019) Battle Cry@WPI

To participate in BattleCry@WPI, at Touch Tomorrow on June 8, and to utilize the competition as a means of showcasing the skills and technical expertise of the Worcester Public Schools’ robotics students in this 120-pound robot competition.

It was moved and voice voted to refer the item to the Administration.

- 18. gb #9-123 - Mr. O’Connell/Miss Biancheria/  
Mr. Foley/Mr. Monfredo/  
Mayor Petty  
(March 19, 2019) Recognition/  
set date

To set a date to congratulate Thomas Barrett, Coordinator of Buildings and Grounds, on his selection as recipient of the Thomas S. Green Public Service Award of the Worcester Regional Research Bureau.

It was moved and voice voted to set the date of Thursday, April 25, 2019.

- 19. gb #9-124 - Administration  
(March 21, 2019) Donation/  
Chromebooks

To accept a donation in the total amount of \$5,700 from the Goddard Scholars Academy PTO, which was raised during the Goddard Scholars Academy annual fundraiser, for chromebooks.

It was moved and voice voted to approve the item.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Mr. Comparetto,  
Mr. Foley, Miss McCullough,  
Mr. Monfredo, Mr. O’Connell,  
Mayor Petty 7

Against the motion: 0

The motion carried. 7

Worcester: the  
City that Reads  
14h Annual Book  
Drive

20. qb #9-125 - Mr. Monfredo/Miss Biancheria/  
Mr. O'Connell  
(March 22, 2019)

Request that the Administration inform the public about Worcester: the City that Reads 14th Annual Book Drive to support children in pre-k to grade 8 in the Worcester Public Schools.

It was moved and voice voted to refer the item to the Administration.

Highlights/by  
various  
administrators

21. qb #9-126 - Mr. Monfredo/Miss Biancheria/  
Mr. O'Connell  
(March 25, 2019)

Request that the Administration allow three administrators to briefly highlight some of the successful projects/events that have taken place in their division after the Report of the Superintendent at each meeting.

Mr. O'Connell made the following amendment to Mr. Monfredo's item:

Request that the Administration have three administrators briefly highlight some of the successful projects/events that have taken place in their division after the Report of the Superintendent at each meeting, **as appropriate**.

On a voice vote, the amendment was approved.

It was moved and voice voted to approve the item as amended.

"Adulting Days"

22. qb #9-127 - Miss McCullough/Miss Biancheria/  
Mr. Monfredo/Mr. O'Connell  
(March 25, 2019)

Request that the Administration explore the feasibility of implementing "Adulting Days" for high school students in conjunction with community volunteers.

It was moved and voice voted to refer the item to the Standing Committee on Teaching, Learning and Student Supports.

23. qb #9-128 - Mr. Monfredo/Miss Biancheria/  
Mr. O'Connell  
(March 25, 2019) Forward Letter

Request that the Administration send a letter of support to the members of the Ways and Means Committee in support of a final Foundation Funding Bill that would benefit the GateWay Cities.

It was moved and voice voted to forward letters to the Ways and Means Committee.

24. qb #9-129 - Miss Biancheria/Mr. Monfredo/  
Mr. O'Connell  
(March 26, 2019) Spring Cleanups/  
schedule of

Request that the Administration provide a report to include the dates, times and sites of the community Spring Cleanups during the months of April and May.

It was moved and voice voted to refer the item to the Administration.

25. qb #9-130 - Miss Biancheria/Mr. Monfredo/  
Mr. O'Connell/Mayor Petty  
(March 26, 2019) Recognition/  
set date

To set a date to recognize Ron Charette, Executive Director of the South Worcester Neighborhood Center, located at 47 Camp Street, for his 45 years of devoted service by helping and changing people's lives.

Miss Biancheria requested that the Clerk of the School Committee provide some information on Mr. Charette.

It was moved and voice voted to set the date of Thursday, April 25, 2019.

Recognition/  
set date

26. gb #9-131 - Mr. O'Connell/Miss Biancheria/  
Mr. Monfredo/Mayor Petty  
(March 26, 2019)

To set a date to recognize Kwaku Nyarko on being selected as a South Central Scholars (SCS) Noonan Scholar, an award for which 900 students applied.

It was moved and voice voted to set the date of Thursday, April 25, 2019.

School Committee  
district  
representation

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

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

It was moved and voice voted to hold the item for the meeting on Thursday, April 25, 2019.

I-Mentor and/or  
Classroom  
Champions/  
partner with

28. gb #9-133 - Mr. Comparetto  
(March 27, 2019)

Request that the Administration consider partnering with I-Mentor and/or Classroom Champions to create mentorship opportunities for Worcester public school students.

It was moved and voice voted to hold the item for the meeting on Thursday, April 25, 2019.

Mayor's  
Commission on  
Latino Educational  
Excellence

29. gb #9-134 - Mr. Comparetto  
(March 27, 2019)

Request that the Administration discuss the meeting that took place with the Mayor's Commission on Latino Educational Excellence regarding teacher diversity.

It was moved and voice voted to file the item.



30. gb #9-135 - Mr. Comparetto  
(March 27, 2019) Teacher Program/  
proposal for
- Request that the Administration create a grow your own teacher program.
- It was moved and voice voted to hold the item for the meeting on Thursday, April 25, 2019.
31. gb #9-136 - Mr. Comparetto  
(March 27, 2019) One City, One Library  
Initiative
- Request that the Administration provide a report regarding the status of the One City, One Library Initiative.
- It was moved and voice voted to hold the item for the meeting on Thursday, April 25, 2019.
32. gb #9-137 - Mr. Comparetto  
(March 27, 2019) Farm-to-School  
Program
- Request that the Administration provide a report regarding the status of farm-to-school programs in the district.
- It was moved and voice voted to hold the item for the meeting on Thursday, April 25, 2019.
33. gb #9-138 - Mr. Comparetto  
(March 27, 2019) Internship Management  
System
- Request that the Administration consider developing an internship management system to help connect students with specific opportunities and mentors based on their passions.
- It was moved and voice voted to hold the item for the meeting on Thursday, April 25, 2019.
34. gb #9-139 - Mr. Comparetto  
(March 27, 2019) Moratorium/  
High Stakes  
Standardized Testing
- Request that the Administration consider a moratorium on high stakes standardized testing.
- It was moved and voice voted to hold the item for the meeting on Thursday, April 25, 2019.

- Strategic Plan/  
progress on
35. gb #9-140 - Mr. Comparetto/Mr. Foley  
(March 27, 2019)
- Request that the Administration provide an update regarding progress on implementation of the Worcester Public Schools Strategic Plan.
- It was moved and voice voted to hold the item for the meeting on Thursday, April 25, 2019.
- Budget Hearing/  
consider  
additional  
meetings
36. gb #9-141 - Mr. Comparetto/Mr. Foley  
(March 27, 2019)
- Request that the Administration schedule additional public hearings regarding the Worcester Public Schools' budget.
- It was moved and voice voted to hold the item for the meeting on Thursday, April 25, 2019.
- Wraparound  
Coordinator  
Program
37. gb #9-142 - Mr. Comparetto  
(March 27, 2019)
- Request that the Administration provide a report regarding the Wraparound Coordinator Program.
- It was moved and voice voted to hold the item for the meeting on Thursday, April 25, 2019.
- Student  
Immunizations
38. gb #9-143 - Mr. Comparetto  
(March 27, 2019)
- Request that the Administration make certain that students have received necessary immunizations.
- It was moved and voice voted to hold the item for the meeting on Thursday, April 25, 2019.
- After School and  
Out of School  
Programs
39. gb #9-144 - Mr. Comparetto  
(March 27, 2019)
- Request that the Administration provide a report on after school and out of school programming to include, but not be limited to, attendance and results.
- It was moved and voice voted to hold the item for the meeting on Thursday, April 25, 2019.

40. gb #9-145 - Mr. O'Connell/Miss Biancheria/  
Mr. Monfredo  
(March 27, 2019) Stem School Bus.org

Request that the Administration provide an update as to the activities of Stem School Bus.org, which exists and operates in Worcester "to bring modern technologies to underserved communities and provide opportunities for families to receive high quality, after-school and summer educational programming."

It was moved and voice voted to refer the item to the Administration.

41. gb #9-146 - Miss Biancheria/Mr. Monfredo/  
Mr. O'Connell  
(March 27, 2019) Stand for the Silent

Request that the Administration provide a report on "Stand for the Silent" which is part of the Bullying Prevention Program.

It was moved and voice voted to refer the item to the Administration.

The meeting adjourned at 9:15 p.m.

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

Committee Members  
John Foley, Chairman  
Molly McCullough, Vice Chairman  
Dante Comparetto

AGENDA #2  
F/O  
4-23-19  
Page 1

## A C T I O N S

The Standing Committee on Finance and Operations met at 7:00 p.m. on Tuesday, April 23, 2019 at the Durkin Administration Building in Room 410 to conduct the public hearing on the FY20 Budget.

There were present: Mr. Comparetto, Miss McCullough and Chairman Foley

Mr. Monfredo was also present.

Representing Administration were: Mr. Allen, Dr. O'Neil, Superintendent Binienda and Dr. Friel

Others in Attendance: J. Alba, M. Asseth, M. Baranoff, F. Carrioa, S. Consalvo, E. Dumphy, Reverend Encarnacion, P. Frias-Mota, I. Gonzalez, M. Lyons, B. Kaake, S. Kinicki, K. Ksen, S. Kyriazis, D. Margoli, M. McCarthy, K. McFarland, D. McGovern, D. McLaren, Dr. McLaren, T. Novick, R. Nugent, Reverend Payson, E. Quiles, H. Ramirez, J. REyes, R. Rodriguez, K. Santiago, K. Seale and B. Walton

The Public Hearing on the FY20 Budget will include, but not be limited to, discussion of motions c&p #9-2 and gb #7-23.

### motion c&p #9-2 (Mr. O'Connell – April 4, 2019)

Request that the Administration provide a report at the Standing Committee on Finance and Operation's Public Hearing meeting in April relative to the cost to increase the Table of Organization for Speech Language Pathologists. It was further requested to refer this item to the FY20 Budget.

### motion gb #7-23 (Mr. Foley – April 4, 2019)

Request that the Administration provide a report at the meeting of the Standing Committee on Finance and Operations' Public Budget Hearing in April on the online grading system and invite members of the CPPAC and other interested individuals to attend.

### Background Information – FY20 Budget

The House Ways and Means Committee (HWM) released the initial House of Representatives FY20 proposed Budget on April 10, 2019. This funding will be used in the FY20 Budget that will be released on May 10, 2019.

The House Ways and Means Budget included an increase of an additional \$852,228 in Chapter 70 aid funds, mostly attributed to English Learner funding. There was also a reduction in the charter school tuition assessment based on current enrollments in Charter Schools for next year. The House Ways and Means Budget provides \$1.2 million more in funds next year, representing a total budget increase of \$19.9 million over the current spending level.

Mr. Allen provided a PowerPoint presentation on the proposed increase from the House Ways and Means Budget.

The FY20 budget will reflect an \$11 million increase for level services next year (inflation costs to maintain the same number of positions and programs next year), leaving \$8.6 million to address chronic foundation budget underspending and the district's new Strategic Plan. Due to the significant underfunding of positions, services, and programs, the allocation of the new funds are also very challenging as the needs far exceed this level of funding

### Comments from the School Committee

Mr. Foley

- reduction in K-2 class sizes
- more social and emotional learning support for students
- support teachers in the classroom setting

Miss McCullough

- need for community to fight for more funding for the Worcester Public Schools
- need for additional school psychologists, adjustment councilors and wraparound coordinators

Mr. Comparetto

- more wraparound coordinators to be licensed as social workers
- hiring of a Chief Diversity Officer
- More money from City

Mr. Monfredo

- additional funding for the Foundation Budget
- smaller K-3 class sizes
- reading on grade level programs
- more funds for Social and Emotional Learning
- additional AP classes

Mrs. Seale

The Speech Language Pathologist case load for the system is slightly below the national average. For that reason, there is no need for any additional positions in the FY20 Budget.

Testimony from the public:

Ms. McCarthy

- Monetary support for English Language Learners

Dr. McLaren

- the need for 5 additional School Psychologists and School Adjustment Councilors

Ms. Ramirez

- need for 30 ESL teachers
- support for social emotional learning for students
- more behavior specialists and wraparound coordinators
- more partnerships with community and parents

Ruth Rodriguez

- use of testing money for testing for student needs
- the use of federal funding for ELLs

Mr. Frias-Mota

- need for more School Adjustment Councilors in the schools
- request to not use teachers as interpreters

Reverend Encarnacion

- 30 more ESL teachers as bilingual ESL teachers and more guidance counselors and diversity staff
- social and emotional resources for students with behavioral challenges
- reauthorize the funds to ACE and the Southeast Asian Coalition and LEI
- more grants from DESE for districts serving English Language Learners and immigrant students

Ms. Asseth

- more equity in the schools
- more wraparound coordinators

Ms. Kinicki

- more councilors in the schools for ELL students

Ms. Gonzalez

- fewer SROs in schools
- more ELL training
- notification of ELL meetings
- reduction in school safety budget

Mr. Lyons

- provide parent transportation to/from school meetings
- provide more instructional supplies for teachers

Reverend Payson

- use of video conferencing technology

Ms. Kaake

- support for the Promise Act
- attendance at Boston Common Rally for more state funding – May 16, 2019

Mr. Dumphy

- online external grading system

Mrs. Novick

- funding for all students to take AP Exams

FILE motions c&p 9-2 and gb #7-23.

The meeting adjourned at 8:30 p.m.

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

The Health Education department received a grant, Project Here, which included a comprehensive, evidence based curriculum for grades 4-9 and training on alcohol, tobacco, opioids and substance abuse. Teachers also have access to an online toolkit containing dozens of current research-based resources from the Massachusetts Attorney General's Office to supplement instruction and stay current in these issues. Health Educators have had professional development with Rob Pezzella in the law and policies relating to marijuana, opioids and other substances. Subsequent training is scheduled.

Health teachers examined the Worcester Youth Risk Behavior Survey to observe trends and inform their curriculum implementation in specific areas dealing with substance abuse.

All Health Educators and Sullivan Middle School teachers were trained in the dangers of tobacco and vaping by Tina Grosowski, MA Project Coordinator, Central MA Tobacco Free Community Partnership, Department of Psychiatry, University of Massachusetts Medical School at monthly staff meetings.

UMMHC is giving a remote panel discussion on the dangers of tobacco and vaping through Facebook Live with high school Health Education Classes at Burncoat, South, Doherty and Claremont. . During this panel discussion, students will be able to ask professionals from UMMHC, along with students from "the 84", questions they have about substance abuse. This is done during their Health Education class and questions from students can be asked remotely during the informative conversation.



**Response:**

The Worcester Public Schools is in full compliance with the AED Laws. The system currently has 122 AEDs in strategic locations within the schools, administrative buildings, and with the Athletic Department for portable use in compliance with the American Heart Association and Massachusetts General Law.

The Administration hired an AED Manager for 4 hours per month to manage this extensive program, currently paid through grant sources. The Nursing department has provided the Director of School Safety, Robert Pezzella with a list of all AED locations in order to provide this list to Worcester's local EMS and Fire in compliance with said Law.

The financial cost to meet the need of purchasing 1 new replacement AED this fiscal year is \$1,500.

The financial cost to replace AEDs is as follows:

- FY2019-20      The system will need to replace 3 AEDs for those expiring at a tentative cost of \$4,500.
- FY2020-21      The system will need to replace 8 AEDs at a cost of \$12,000.
- FY2021-22      The system will need to replace 18 AEDs at a cost of \$27,000.

The yearly cost for replacement of pads and batteries, upon expiration has increased in accordance with having more AEDs.

Annex A, page 2 contains charts indicating the budgetary costs for the AEDs in FY18-19, 19-20 and 20-21.

A lease option was made available last year to the Administration and the Administration will determine the cost-benefit ratio in utilizing this program option.

2018-2019 Spending

	Battery		Pads		Pedi Pads	
	Replaced	Cost	Replaced	Cost	Replaced	Cost
Philips HS	5	\$ 123.00	9	\$ 49.00	4.00	\$ 97.00
Cardiac Science GSA-80C	9	\$ 270.00	6	\$ 60.00	6.00	\$ 87.00
LifePak CR+	0	\$ -	4	\$ 85.00	5.00	\$ 95.00
<b>Total</b>		\$ 3,045.00		\$ 1,141.00		\$ 1,385.00
<b>Grand Total</b>		\$ 5,571.00				

2019-2020 Budget

	AED		Battery		Adult Peds		Pedi Pads	
	To Replace	Cost	To Replace	Cost	To Replace	Cost	To Replace	Cost
Philips HS	0	\$ 1,000.00	2	\$ 123.00	16.00	\$ 49.00	13.00	\$ 97.00
Cardiac Science GSA-80C	0	\$ 1,000.00	0	\$ 270.00	10.00	\$ 60.00	7.00	\$ 87.00
LifePak CR+	2	\$ 1,000.00	3	\$ 85.00	4.00	\$ 85.00	20.00	\$ 95.00
Cardiac Science G3	1	\$ 1,000.00	1	\$ 270.00	0.00	\$ 60.00	1.00	\$ 87.00
<b>Total</b>		\$ 3,000.00		\$ 771.00		\$ 1,724.00		\$ 3,857.00
<b>Grand Total</b>		\$ 9,352.00						

2020-2021 Budget

	AED		Battery		Adult Peds		Pedi Pads	
	To Replace	Cost	To Replace	Cost	To Replace	Cost	To Replace	Cost
Philips HS	1	\$ 1,000.00	9	\$ 123.00	5.00	\$ 49.00	4.00	\$ 97.00
Cardiac Science GSA-80C	1	\$ 1,000.00	4	\$ 270.00	32.00	\$ 60.00	6.00	\$ 87.00
LifePak CR+	8	\$ 1,000.00	31	\$ 85.00	32.00	\$ 85.00	5.00	\$ 95.00
Cardiac Science G3	0	\$ 1,000.00	0	\$ 270.00	1.00	\$ 60.00	0.00	\$ 87.00
<b>Total</b>		\$ 10,000.00		\$ 4,822.00		\$ 4,945.00		\$ 1,385.00
<b>Grand Total</b>		\$ 21,152.00						

**Response:**

The 4 year and 5 year graduation rate for all Worcester students has continued to consistently increase over the last 5 years. 4 year graduation rates have increased across all but two subgroups (EL and Asian), and 5 year graduation rates have increased across all subgroups. The Hispanic/Latino subgroup's graduation rate has been consistently below the district average and the gaps between the graduation rates of different race/ethnic groups have remained relatively stable.

It is important to note that the categories on the chart are not discrete [e.g. English Learners (EL), students with disabilities, and low income]. Students are counted in each category they qualify for. Thus, the same student may potentially be counted in each of these categories and under their self-identified race/ethnicity. Please note the criteria for low income changed in the 2014-2015 school year.

We are actively engaging in initiatives to identify reasons for these gaps and solutions. Our 2018-2019 work with the BARR Foundations requires the development of specific action steps and a related timeline for implementation. Additionally, multiple grants are currently in place to support students in college and career explorations and planning.

Please see data on page 2 of Annex A.

District	4yr Grad. Rate 2014	4yr Grad. Rate 2015	4yr Grad. Rate 2016	4yr Grad. Rate 2017	4yr Grad. Rate 2018	5 Yr Grad. Rate 2013	5 Yr Grad. Rate 2014	5 Yr Grad. Rate 2015	5 Yr Grad. Rate 2016	5 Yr Grad. Rate 2017
All Students	79.2	80.8	81.9	83.3	83.5	78.7	82.5	84.4	86.4	87.1
Male	74.9	77.9	77.8	80.8	81.7	75.0	78.8	82.6	82.4	84.9
Female	83.9	84.0	86.4	86.1	85.4	82.5	86.5	86.4	90.7	89.5
EL	75.8	75.2	74.3	75.6	74.4	78.0	81.2	80.3	80.6	80.5
Students w/disabilities	63.1	62.4	61.5	63.7	76.5	60.3	67.6	67.3	68.9	72.3
Low Income	77.1	79.1	79.9	81.0	79.9	76.4	80.8	83	85	85.1
African American/Black	83.5	82.2	86.4	87.7	84.5	80.9	86.2	86.6	91.5	90.9
Asian	92.9	91.5	93.6	95.3	90.6	89.5	96.1	94.5	95	97.3
Hispanic/Latino	72.1	74.9	77.1	76.6	78.3	70.9	76.4	79.6	82.5	81.2
White	81.6	84.0	84.0	86.9	88.2	83.6	83.8	86	87	90
Multi-Race*	76.0	88.2	60.5	80.0	81.7	79.2	84.0	91.2	74.4	85.7

\*given the small number of students identifying as multi-race, this percentage fluctuates more due to the larger impact a few students can have on the overall percentage.

The 4 year and 5 year graduation rate for all Worcester students has continued to consistently increase over the last 5 years. 4 year graduation rates have increased across all but two subgroups (EL and Asian), and 5 year graduation rates have increased across all subgroups. The gaps between the graduation rates of different race/ethnic groups have remained relatively stable with the notation of analysis points on the cover page.

The Administration forwarded information about "Public School Week" to all principals to share with staff and community.

X. GENERAL BUSINESS  
Mr. Comparetto  
(March 27, 2019)

ITEM - gb #9-135  
S.C. MEETING - 5-2-19

ITEM:

Request that the Administration create a grow your own teacher program.

PRIOR ACTION:

4-4-19 - Held.

BACKUP:

The system currently has a Worcester Future Teachers Program in partnership with Worcester State University and has also developed a paraprofessional pipeline for perspective teachers with Worcester State University. In addition, there are two Chapter 74 Early Childhood Programs which will establish career paths for students who wish to pursue teaching as a career.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.

gb #9-137

**Request that the Administration provide a report regarding the status of farm-to-school programs in the district.**

The Worcester Public Schools School Wellness Policy Section II Nutritional Quality of Foods and Beverages Sold and Served on Campus states: the school cafeteria serving space(s) will focus on marketing the reimbursable meal and other “whole-food” commodities such as milk, fresh fruit and vegetables. The School Nutrition Program will purchase locally grown fruits, vegetables and other commodities in season and continue to work with the Department of Agriculture to secure and develop availability.

Commencing as one of the original six pilot Massachusetts Farm to School Districts during Fall 2014, local purchasing continues to expand yearly from a variety of suppliers including but not limited to small/medium/large farms direct, produce aggregators, and mainline distributors.

Fresh produce availability and pricing is solicited weekly with purchases awarded by item according lowest price, responsiveness, application, and reliable transparency/statement of origin with a preference for local when in season and/or available.

X. GENERAL BUSINESS  
Mr. Comparetto  
(March 27, 2019)

ITEM - gb #9-138  
S.C. MEETING - 5-2-19

ITEM:

Request that the Administration consider developing an internship management system to help connect students with specific opportunities and mentors based on their passions.

PRIOR ACTION:

4-4-19 - Held.

BACKUP:

Career Pathways is the management structure that the system is using to connect students with internships. The system also has two Chapter 74 Programs, each with a mentorship program that the Administration is in the process of expanding. The introduction of the College and Career Readiness curriculum focuses on identifying the passion and skills of students to connect with their future career.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.



X. GENERAL BUSINESS  
Mr. Comparetto/Mr. Foley  
(March 27, 2019)

ITEM - gb #9-140  
S.C. MEETING - 5-2-19

ITEM:

Request that the Administration provide an update regarding progress on implementation of the Worcester Public Schools Strategic Plan.

PRIOR ACTION:

4-4-19 - Held.

BACKUP:

The Administration will present a progress report on the Strategic Plan at the July meeting so that all the year end data can be included.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.

The Worcester Public Schools will monitor the results of the Boston Public Schools pilot app.

All Health Educators and Sullivan Middle School teachers were trained in the dangers of tobacco and vaping by Tina Grosowsky, MA Project Coordinator, Central MA Tobacco Free Community Partnership, Department of Psychiatry, University of Massachusetts Medical School at monthly staff meetings.

**Information below to be approved by School Committee in order to be included in the Student Handbook for 2019-2020..**

The states requires that districts that adopted the Seal of Biliteracy Initiative inform all parents every year of the opportunity for students to obtain the Seal. As a way to centralize the parent communication piece, we are proposing this information to be available for families in the Student Handbook

**MA SEAL OF BILITERACY**

Worcester Public Schools will offer the MA Seal of Biliteracy to the graduating seniors on their diplomas and transcripts. The MA Seal of Biliteracy recognizes graduates who speak, listen, read, and write proficiently in English and a second or even third language.

By offering the MA Seal of Biliteracy to our students, we are recognizing and honoring the bilingual students and diverse communities in Worcester and encourage more students to pursue proficiency in more than one language. Bilingualism is a critical 21st-century skill that recipients of the MA Seal of Biliteracy can highlight in both colleges and on job applications.

In order to earn the MA Seal of Biliteracy, students must meet all their graduation requirements, demonstrate proficiency in English by receiving a 240 or above on the ELA MCAS, and show proficiency in a target language by earning 4 or 5 in an AP Language Exam or other state-approved language test provided by the district.

If students are interested in participating in the MA Seal of Biliteracy, they need to complete an application made available in the guidance office or scan the QR Code included here by the Fall of their senior year.

If you have questions about the MA Seal of Biliteracy program, please contact Ms. Michelle Huaman, World Language Liaison at [huamanm@worcesterschools.net](mailto:huamanm@worcesterschools.net) or Mrs. Carmen Melendez-Quintero, Director of ELL programs at [melendezquinteroc@worcesterschools.net](mailto:melendezquinteroc@worcesterschools.net) .



### Grant Acceptance Form

**Name of Grant:** Improving Student Access to Behavioral and Mental Health Services

**Type of Funder:** Massachusetts Department of Elementary and Secondary Education

**Awarded Amount:** \$110,000

**Grant Funding Period:** 04/04/2019 – 06/30/2019

**Project title:** Improving Student Access to Behavioral and Mental Health Services

**Program coordinator:** Maura Mahoney

**Purpose:** The goal of this competitive state-funded grant program is to improve student behavioral and mental health outcomes.

**Description of the program:** Up to \$100,000 will be used for a program to increase student access to mental health services. Identified schools have been working to increase capacity to provide safe and supportive school environments for all students. Each school has a team focusing on social emotional needs of individual students and efforts to increase universal supports to all students. WPS will work with identified school locations to secure supervision for activities and secure funding to cover supervision. Up to \$10,000 will be used for professional development offerings that are being provided by a state designated sponsor of professional development.

**Program location:** North High School, Burncoat Middle School, Sullivan Middle School, Woodland Academy, Claremont Academy and Clark Street Elementary School

**Outcomes and Measures:** Increase student access to mental health support by hosting community based agencies after school hours.

**Grant Acceptance Form**

**Name of Grant:** Teacher Diversification Pilot Program

**Type of Funder:** Massachusetts Department of Elementary and Secondary Education

**Awarded Amount:** \$178,560

**Grant Funding Period:** 04/11/2019 – 08/31/2019

**Project title:** Teacher Diversification Pilot Program

**Program coordinator:** Maureen Binienda

**Purpose:** The competitive Teacher Diversification Pilot Program is designed to support local school district efforts to strengthen and diversify existing teacher recruitment and retention programs. Through the use of state funds, participating pilot school districts will engage in thoughtful approaches intended to increase the number of effective and diverse teachers in their schools.

**Description of the program:** The district is being supported in its efforts to strengthen and diversify existing teacher recruitment and retention programs. Through the use of state funds, participating pilot school districts will engage in thoughtful approaches intended to increase the number of effective and diverse teachers in their schools. This includes an assessment of practices in the school district by a state designated vendor to review district policies and procedures and identify the cultural proficiency and anti-bias training needs for district hiring managers, teachers, principals, and school committee members. The grant also provides for the strengthening of existing teacher recruitment and retention programs by providing financial assistance for a diverse group of paraprofessionals (ranging from those without post-secondary education to those with post baccalaureate degrees) who are seeking to support enrollment into, and completion of, an approved educator preparation program.

**Program location:** Worcester Public Schools and Worcester State University

**Outcomes and Measures:** Increased sensitivity to cultural and individual differences of students; utilizing students' funds of knowledge to strengthen their learning experiences; warm and welcoming schools environments; students' needs are personalized and provide proactive supports especially for high-risk students; students are provided opportunities for meaningful engagement and participation, shared values and expectations.