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Webinar ID: 889 4905 9993

The following items will be discussed at the meeting of the Standing Committee on Governance and Employee Issues to be held in-person and/or virtually on Tuesday, October 25, 2022 at 5:00 p.m. in Room 410 at the Durkin Administration Building:

ros 1-10 - Administration (July 14, 2021)

To update the Superintendent's Goals and to consider changing the evaluation cycle to reflect the school year

c&p 2-8 - Clerk (April 13, 2022)

To consider a petition from the PTO at Chandler Magnet School to convert the school to a completely bilingual school.

c&p 2-11 - Clerk (May 3, 2022)

To consider a communication from the EAW for approval of a donation of sick days to a systemwide teacher from a co-worker.

c&p 2-14 - Clerk (October 11, 2022)

To consider a communication from the EAW for approval of a donation of sick days for 2 educators.

gb 2-24 - Ms. Novick/Ms. Clancey/Ms. Mailman (January 12, 2022)

To consider what observances are recognized by the Worcester Public Schools.

gb 2-25 - Ms. Novick/Ms. Clancey/Ms. Kamara (January 12, 2022)

To make provision within all WPS secondary schools of space for prayer during the day for those whose religious observance requires it; relatedly; to add to the student handbook notification to students and families that such provision will be made as needed.

gb 2-140 - Clancey (April 11, 2022)

Request that the Administration provide an update within the next couple of weeks on the caseload numbers and make sure that the Mental Health staff is placed where the biggest need is in the schools for the following positions:

- School Psychologists
- School Adjustment Counselors and
- any other positions that provide social-emotional support to WPS students.

gb 2-144 - Mailman (May 6, 2022)

Request that the Administration provide the rules from the Human Resources Department regarding CORI background checks for school based volunteers, including PTOs.

gb 2-147 - Novick (May 11, 2022)

To review district policy ACAB to ensure alignment with the United States Department of Education August 2021 "Letter to Students, Educators, and other Stakeholders re: Victim Rights Law Center et al. v. Cardona," the United States Department of Education July 2021 "Questions and Answers on the Title IX Regulations Regarding Sexual Harassment," and proposed rulemaking as released by the United States Department of Education.

gb 2-176 - Clancey (May 25, 2022)

Request that the Administration review and update the Attendance Policy, if necessary.

Committee Members
Laura Clancey, Chair
Molly McCullough, Vice-Chair
Jermaine Johnson

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

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

AGENDA #8

The Standing Committee on GOVERNANCE AND EMPLOYEE ISSUES will hold a virtual and/or in-person meeting:

on: Tuesday, October 25, 2022
at: 4:30 p.m.
in: Room 410 of the Durkin Administration Building

ORDER OF BUSINESS

I. CALL TO ORDER

II. ROLL CALL

III. GENERAL BUSINESS

ros 0-9 - Administration (September 23, 2020)

RENNIE CENTER FOR EDUCATION RESEARCH & POLICY – REPORT ON THE TECHNOLOGY SECTION FROM THE STRATEGIC PLAN

ros 1-7 - Administration (April 7, 2021)

RENNIE CENTER-PROGRESS ON STRATEGIC PLAN

gb 0-288.1 - Administration/Ms. Novick/Mrs. Clancey/Ms. McCullough (September 22, 2020)

Response of the Administration to the request to outline in writing under what circumstances the Department of Children and Families is called regarding a family or child, particularly with regard to student attendance.

gb 1-322.1 –Administration/Ms. McCullough/Mrs. Clancey/Mr. Monfredo/ Ms. Novick (January 12, 2022)

Response of the Administration to the request to review the policies for athletic eligibility.

c&p 2-12 - Clerk (May 9, 2022)

To consider a communication from the EAW to provide member feedback on the student dysregulation issue.

gb 2-119 - Novick (March 31, 2022)

To consider a one-year alteration to the district policy limiting excused absences to 7 days, in light of quarantine requirements during the COVID-19 pandemic.

gb 2-175 - Clancey (May 25, 2022)

Request that the Administration review and update the Dress Code Policy, if necessary and the policy under Student Lockers regarding backpacks made of a mesh or transparent material.

gb 2-192 McCullough (June 6, 2022)

To explore utilizing retired educators to help with current hiring gaps.

Motion gb 2-6 - Administration - (January 4, 2022)

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

Facilities

Create more single use bathrooms, limit the locking of bathrooms and enhance the HVAC and heating systems.

V. ADJOURNMENT

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

STANDING COMMITTEE: **GOVERNANCE AND EMPLOYEE ISSUES**

DATE OF MEETING: Tuesday, October 25, 2022

ITEM: Administration (July 14, 2021)

To update the Superintendent's Goals and to consider changing the evaluation cycle to reflect the school year

PRIOR ACTION:

7-22-21 - Superintendent Binienda presented a PowerPoint relative to her Formative (Mid Cycle) Report based on her Goals. The report can be viewed at <https://worcesterschools.org/wp-content/uploads/2021/07/Agenda-24-July-22-2021-3.pdf> and <https://youtu.be/jO7yI7e8tcs>
Student Learning Goals
Superintendent Binienda rated herself as progressing.
Professional Practice Goal
Superintendent Binienda rated herself as exceeded.
District Improvement Goal 1
Superintendent Binienda rated herself as met.
District Improvement Goal 2
Superintendent Binienda rated herself as exceeded.
District Improvement Goal 3
Superintendent Binienda rated herself as exceeded.

BACKUP: Due to the outdated nature of the item, and a new Superintendent Evaluation Cycle, the Administration recommends that this item be filed.

PRIOR ACTION (continued)

7-22-21 (continued)

Standard I – Instructional Leadership

Superintendent Binienda rated herself as follows:

I-B - Instruction – Proficient

I-E – Data-Informed Decision Making – Proficient

Superintendent Binienda gave herself Proficient on the overall rating for Standard I- Instructional Leadership.

Standard II – Management and Operations

Superintendent Binienda rated herself as follows:

II-B – Human Resources Management and Development – Proficient

II-E – Fiscal Systems – Proficient

Superintendent Binienda gave herself Proficient on the overall rating for Standard II – Management and Operations.

Standard III – Family and Community Engagement

Superintendent Binienda rated herself as follows:

III-A – Engagement – Proficient

III-C – Communication – Exceeded

Superintendent Binienda gave herself Proficient on the overall rating for Standard III – Family and Community Engagement

Standard IV – Professional Culture

Superintendent Binienda rated herself as follows:

IV-B – Cultural Proficiency – Proficient

IV-D – Continuous Learning – Proficient

Superintendent Binienda gave herself Proficient on the overall rating for Standard IV – Professional Culture.

Ms. Novick requested that the item be referred to the Standing Committee on Governance and Employee Issues to redraft the Superintendent's Goals.

Ms. Novick made the following motions:

Request that the Administration provide a breakdown of the 60 new hires with their job titles.

Request that the Administration provide a report on all grants to include amounts received, expended and not expended for FY20 and FY21.

On a voice vote, the motions were approved.

It was moved and voice voted to refer the item to the Standing Committee on Governance and Employee Issues to update the Superintendent's Goals and to consider changing the evaluation cycle to reflect the school year.

STANDING COMMITTEE: **GOVERNANCE AND EMPLOYEE ISSUES**

DATE OF MEETING: Tuesday, October 25, 2022

ITEM Clerk (April 13, 2022)

To consider a petition from the PTO at Chandler Magnet School to convert the school to a completely bilingual school.

PRIOR ACTION:

5-5-22 - Two parents spoke on behalf of 65 families of Chandler Magnet School regarding the proposal of converting the school into a completely bilingual school. They believe that the school needs to have a clear vision and mission statement that supports and is equitable to the diverse community it serves. On a roll call of 6-0-1 (absent Ms. Kamara), the item was referred to the Standing Committee on Governance and Employee Issues.

BACKUP: The WPS is not prepared to convert the Chandler Magnet School to a completely bilingual school at this time. A decision of this magnitude will include multiple steps and will include many stakeholders. We recommend that this item be sent to the Standing Committee on Teaching, Learning, and Student Supports, and that certain aspects of the proposal be discussed by the Standing Committee on Finance and Operations. More deliberation and discussion will be needed for the district to thoroughly and properly consider this proposed concept and all of its implications.

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

Good afternoon,

I'm writing on behalf of the Chandler Magnet PTO. We are scheduled to present our proposal on April 28th. Here is our statement:

The Chandler Magnet PTO proposes to the School Committee Board to convert our beloved school into a completely bilingual school that best aligns with the pillars of dual language.

Also, we would like to have four parents speak at the meeting. One will speak in Spanish so we would need translation. Thank you so much!

Sincerely,
Sandra Lozko

STANDING COMMITTEE: **GOVERNANCE AND EMPLOYEE ISSUES**

DATE OF MEETING: Tuesday, October 25, 2022

ITEM Clerk (May 3, 2022)

To consider a communication from the EAW for approval of a donation of sick days to a systemwide teacher from a co-worker.

PRIOR ACTION:

5-19-22 - Mayor Petty requested that the appropriate number of sick days be provided until a vote is taken at the Standing Committee to be forwarded to the full Committee for approval. On a voice vote, the item was referred to the Standing Committee on Governance and Employee Issues.

BACKUP: Sick days were provided in May. Therefore, the Administration recommends that this item be filed.

STANDING COMMITTEE: **GOVERNANCE AND EMPLOYEE ISSUES**

DATE OF MEETING: Tuesday, October 25, 2022

ITEM: Clerk (October 11, 2022)

To consider a communication from the EAW for approval of a donation of sick days for 2 educators.

PRIOR ACTION:

10-20-22 - Melissa Verdier requested that donated sick time be approved for two educators.
Mayor Petty requested that the appropriate number of sick days be provided until a vote is taken at the Standing Committee to be forwarded to the full Committee for approval.
On a roll call of 7-0, the item was referred to the Standing Committee on Governance and Employee Issues.

BACKUP: One individual is a Paraprofessional at Worcester East Middle and the other is a teacher at Burncoat Prep.

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



October 11, 2022

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

VIA Email Scan

Dear Dr. Friel,

I would like to speak about donating sick days for 2 educators at the next School Committee meeting on October 20th. One is a Paraprofessional at Worcester East Middle and the other is a teacher at Burncoat Prep.

Please let me know when we will I be presenting. Thank you for your assistance.

Sincerely,

Melissa Verdier

Melissa Verdier
EAW President

ITEM: gb #2-24

STANDING COMMITTEE: **GOVERNANCE AND EMPLOYEE ISSUES**

DATE OF MEETING: Tuesday, October 25, 2022

ITEM: Ms. Novick/Mrs. Clancey/Ms. Mailman (January 12, 2022)

To consider what observances are recognized by the Worcester Public Schools.

PRIOR ACTION:

1-20-22 - On a roll call of 7-0, the item was referred to the Standing Committee on Governance and Employee Issues.

BACKUP: The Worcester Public Schools is entering into a Strategic Planning phase for the future years of the district. A culture of belongingness and inclusiveness will be a foundational anchor of this plan. As a result of this belief and priority, all school schedules, policies, and procedures must reflect the notions of belongingness and inclusiveness. Future work in this area will include a review of our calendar to ensure that all observances are considered and/or considerations are made to accommodate and reflect the needs of our diverse families.

STANDING COMMITTEE: **GOVERNANCE AND EMPLOYEE ISSUES**

DATE OF MEETING: Tuesday, October 25, 2022

ITEM: Ms. Novick/Mrs. Clancey/Ms. Kamara (January 12, 2022)

To make provision within all WPS secondary schools of space for prayer during the day for those whose religious observance requires it; relatedly; to add to the student handbook notification to students and families that such provision will be made as needed.

PRIOR ACTION:

1-20-22 - Superintendent Binienda stated that most of the secondary schools do have places for prayer.
On a roll call of 7-0, the item was referred to the Standing Committees on Finance and Operations (for facilities) and Governance and Employee Issues (for policy).

BACKUP: The Worcester Public Schools will work with all schools to ensure that prayer space is provided for students whose religious observance requires it. We will act as quickly as possible to ensure that all of our students and families are fully informed about the availability of prayer space within our schools. We will also add this information to the 2023-2024 revision of the student handbook for School Committee approval.

STANDING COMMITTEE: **GOVERNANCE AND EMPLOYEE ISSUES**

DATE OF MEETING: Tuesday, October 25, 2022

ITEM: Clancey (April 11, 2022)

ITEM:

Request that the Administration provide an update within the next couple of weeks on the caseload numbers and make sure that the Mental Health staff is placed where the biggest need is in the schools for the following positions:

- School Psychologists
- School Adjustment Counselors and
- any other positions that provide social-emotional support to WPS students.

PRIOR ACTION:

5-5-22 - (Considered with ROS 2-5.)

Ms. Mahoney presented a PowerPoint presentation regarding the emotional and mental health needs of students and how student dysregulation is manifesting itself in schools. The two partnerships that are used when a student is in crisis are:

- Emergency Mental Health-(EMH) located at UMass is for mental health episodes at a crisis level and Youth Mobile Crisis-Community Health Link (YMC) which responds to students in need of assessment at community locations.

(Continued on page 2.)

BACKUP: The Administration recommends that this item be filed because the topic is part of the Wellness Plan.

PRIOR ACTION (continued)

5-5-22 - In the 2021-22 school year, there were 13 School Adjustment Counselors and 3 School Psychologists positions added to the Budget and there are approximately 90 School Adjustment Counselors and 30 School Psychologists in the schools at present. In the FY23 Budget, the Administration is requesting four additional SAC positions which will focus on addressing social emotional needs of all students and 14 Wraparound Coordinators. The Office of Social Emotional Learning staff will be offering a variety of resources and activities to raise awareness of mental health importance. The expansion of professional development opportunities related to the implementation of Universal Dialectical Behavioral Therapy (DBT) in schools will increase the universal practice of mindfulness, distress tolerance and healthy decision making in schools.

Ms. Clancey asked that her item be taken with the ROS.

gb 2-140 - Clancey
(April 11, 2022)

Request that the Administration provide an update on the caseload numbers for the following positions:

- School Psychologists
- School Adjustment Counselors and
- any other positions that provide social-emotional support to WPS students.

Member Clancey stated that the Administration needs to make sure that the School Adjustment Counselors and Psychologists are available to address the mental health needs of the students and not being utilized to help out in the classrooms. She would like to see ten Adjustment Counselors added to the Budget not just four.

Superintendent Binienda stated that Administration and the schools have asked to have thirteen additional Wraparound Coordinator positions added to the FY23 Budget.

Member Clancey made the following amendment to her item:

to make sure that the Mental Health staff is placed where the biggest need is in the schools.

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

Ms. Mahoney stated that her department reviews data during the summer months to analyze where the greatest needs are in the schools for the Adjustment Counselors and Psychologists. They also listen to the principals to determine where their greatest needs are in their schools.

Superintendent Binienda stated that there is a shortage of mental health services in the community and throughout the Country. There are some students experiencing difficulty in the schools and the Administration, principals and staff have been working with the students and their families to help them. The Administration would like to add a special education teacher to the Woodland Academy stabilization model.

Member Novick stated that she would like to see stronger recommendations from the Administration regarding additional staff in the FY23 Budget and any policy changes that need to happen regarding the emotional needs of the students.

Vice-chair Johnson made the following amendment to Ms. Clancey's item:

to provide an update within the next couple of weeks

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

Vice-chair Johnson asked how the Administration identifies students who missed numerous days in school due to being evaluated in the E.R. and indicate how they deal with them once they are back in the classroom.

PRIOR ACTION (continued)

5-5-22 - Ms. Mahoney stated that those situations are challenging but it is about communication between the school and the parents that really matters the most. The Home and Hospital Department reaches out to the parents of a student who is absent and tries to attend the discharge meeting so they will be able to help that student get the needed support.

Vice-chair Johnson stated that he agrees that more funding is needed to allocate additional School Adjustment Counselors and School Psychologists.

School Committee student representative Zogbhi stated that students deal with mental health issues in different ways and sometimes a call to the parents might escalate those situations. She is concerned that the mental health services that schools offer is not well known to students and states that it is important that they know what services are available to them. She also stated that she would like to see a safe place in all schools like the Zen Den at Worcester Technical High School. It is important to have a place for students to go and learn to self-regulate.

Superintendent Binienda asked School Committee student representative Zogbhi what recommendations she would suggest to the Administration on how best to notify students of all the mental health services available to them.

School Committee student representative Zogbhi stated that students are more likely to go to social media platforms to see if there are any mental health services available to them. She suggested that they be posted on the schools' digital screens or announcement walls in the classrooms, in the Guidance Offices, on the schools' social media platforms and any place where students are able to see them.

Superintendent Binienda stated that the high schools are finishing up their welcoming book which contains a list of all services available to students. She will also make sure that Social and Emotional Learning services are listed in these books.

Member McCullough suggested utilizing Google classroom spaces at the beginning of the school year for students to access regarding what resources are available to them for emotional and mental health.

School Committee student representative Zogbhi also suggested that the resource information be placed on the student portals and Clever Accounts.

On a roll call of 7-0, gb 1-311.1 and ROS 2-5 were filed and gb 2-140 was referred to the Standing Committee on Governance and Employee Issues.

STANDING COMMITTEE: **GOVERNANCE AND EMPLOYEE ISSUES**

DATE OF MEETING: Tuesday, October 25, 2022

ITEM: Mailman (May 6, 2022)

Request that the Administration provide the rules from the Human Resources Department regarding CORI background checks for school based volunteers, including PTOs.

PRIOR ACTION:

- 5-19-22 - On a voice vote, the item was referred to the Administration.
- 8-18-22 - On a voice vote the item was referred to the Standing Committee on Governance and Employee Issues. (gb 2-229)

BACKUP: The Administration will speak to the item.

STANDING COMMITTEE: **GOVERNANCE AND EMPLOYEE ISSUES**

DATE OF MEETING: Tuesday, October 25, 2022

ITEM: Novick (May 11, 2022)

To review district policy ACAB to ensure alignment with the United States Department of Education August 2021 "Letter to Students, Educators, and other Stakeholders re: Victim Rights Law Center et al. v. Cardona," the United States Department of Education July 2021 "Questions and Answers on the Title IX Regulations Regarding Sexual Harassment," and proposed rulemaking as released by the United States Department of Education.

PRIOR ACTION:

- 5-19-22 - Member O'Connell Novick requested that the proposed amendment to policy ACAB regarding sexual harassment provided by Superintendent Binienda and the backup procedures be sent electronically to the School Committee.
On a voice vote, the item was referred to the Standing Committee on Governance and Employee Issues.
- 5-31-22 - STANDING COMMITTEE ON GOVERNANCE AND EMPLOYEE ISSUES
Chair Clancy inquired as to the process for inserting changes into the Handbook that the federal government may make during the summer.
Superintendent Binienda stated that an addendum would be inserted.
Chair Clancey made the following motions:
Request that the proposed policy ACAB –SEXUAL HARASSMENT and the proposed ACAB-R: Grievance Procedures for Complaints of Sexual Harassment under Title IX of the Education Amendments of 1972 be approved as amended.
On a roll call of 3-0, the motion was approved.
Request that the proposed policy ACAB –SEXUAL HARASSMENT and the proposed ACAB-R: Grievance Procedures for Complaints of Sexual Harassment under Title IX of the Education Amendments of 1972 be inserted into the Student Handbook.
On a roll call of 3-0, the motion was approved. **(Continued on page 2.)**

Annex A (6 pages) contains a copy of the proposed policy ACAB - SEXUAL HARASSMENT

Annex B (6 pages) contains a copy of the proposed ACAB-R: Grievance Procedures for Complaints of Sexual Harassment under Title IX of the Education Amendments of 1972.

PRIOR ACTION (continued)

6-2-22 - SCHOOL COMMITTEE MEETING

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

Member Novick asked if it was the intention of the Administration to put both proposed policies "ACAB -SEXUAL HARASSMENT" and "ACAB-R: Grievance Procedures for Complaints of Sexual Harassment" in the Student Handbook and the Policy Manual. She stated that the Student Handbook is supposed to be done in an accessible language not in a legalese policy and wanted to know if the item will be held in the Standing Committee.

Superintendent Binienda stated that Paige Tobin, the Civil Rights Attorney, had recommended that the proposed Title IX changes be inserted into the Student Handbook.

Member Clancey stated that the item will remain in Standing Committee and the approved proposed policies will be inserted into the Student Handbook.

STANDING COMMITTEE: **GOVERNANCE AND EMPLOYEE ISSUES**

DATE OF MEETING: Tuesday, October 25, 2022

ITEM: Clancey (May 25, 2022)

Request that the Administration review and update the Attendance Policy, if necessary.

PRIOR ACTION:

6-2-22 - Superintendent Binienda requested, effective June 3, 2022, that the School Committee waive the 14 Unexcused Absences Policy (no credit rule) for the school year 2021-22.
Member Clancey made the following motion:
Request that the policy regarding 14 Unexcused Absences (no credit rule) be waived due to the COVID virus for the school year 2021-22.
On a roll call of 7-0, the motion was approved.
Vice-chair Johnson made the following motion:
To reconsider the vote to waive the 14 Unexcused Absences (no credit rule) with an effective date of June 3, 2022.
On a roll call of 0-7, the motion to reconsider the vote to waive the 14 Unexcused Absences (no credit rule) with an effective date of June 3, 2022 was denied.
It was moved and voice voted to refer the item to the Standing Committee on Governance and Employee Issues.

BACKUP: The Administration will speak to the item.