

# WEJA School Committee Policy Questionnaire

The Worcester Education Justice Alliance (WEJA) is a group of students, parents, teachers, school staff, and community members standing together to fight for education justice in Worcester. We are a chapter of the Massachusetts Education Justice Alliance (MEJA) and advocate for more educationally just policies at the state and local level.

<http://worcesteredjustice.org/>

<https://massedjustice.org/>

These questions were created to address potential and important policy issues that future school committee members may have to vote on. Therefore, just as with how you would have to vote on these types of policy issues, we ask you to share how you would vote on these issues. Please answer each question by selecting either yes or no. But we also invite you, if you so desire, to explain the reasons for your yes or no "vote" so that you may address the complexities of the issues.

Please complete this questionnaire by Sunday, October 10th at 5:00 pm. We will be reviewing and compiling your responses and sharing via our email and with the media in the weeks that follow leading up to the election.

Please provide your full name. \*

Molly McCullough

## Questions related to curriculum

1) Do you approve of the Worcester School Committee's vote in May 2021 to implement the comprehensive sex education curriculum, “Rights, Respect, Responsibility,” for Worcester Public Schools.

(<https://newbostonpost.com/2021/05/06/comprehensive-sex-education-curriculum-approved-by-worcester-school-committee/>)

Yes

No

### 1) Explanation of response (optional)

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2) Would you advocate to the State Legislature for the elimination of the 10th grade MCAS as a graduation requirement for high school students in Massachusetts?

Yes

No

### 2) Explanation of response (optional)

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3) Would you advocate to the State Legislature for the elimination of high stakes standardized tests, like the MCAS, to evaluate school performance (and put in place alternative ways to evaluate schools and educator performance)?

Yes

No

3) Explanation of response (optional)

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4) Would you work to allocate District resources away from some standardized curriculum and software purchases to provide more autonomy for schools and teachers to decide what learning tools and materials they want to include in their classrooms?

Yes

No

4) Explanation of response (optional)

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5) Would you support legislation that bans the teaching of "Critical Race Theory" in schools? (see for example: <https://districtadministration.com/critical-race-theory-tracker-banned-schools-education/>)

Yes

No

5) Explanation of response (optional)

I think our best course of action is working with community and students to discuss racial issues in conjunction with pertinent PD.  
.....

6) Would you support an initiative that mandates professional development in universal design for all teachers (mainstream and special education teachers) who work with students with a special education plan? (see, for example: <https://universaldesign.org/definition>)

Yes

No

6) Explanation of response (optional)

I would need to know more about how universal design works in the classroom specifically. I have a child on an IEP and I'm certainly open to exploring options and help our students receiving special education services.

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### Questions Related to Funding

7) Would you advocate to the State Legislature for the passage of the proposed "fair share amendment" to our state constitution, which would create a new tax on millionaires to fund public education?

Yes

No

7) Explanation of response (optional)

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8) State spending requirements enable local communities to spend more than the minimum required by the Chapter 70 Foundation formula. Most local communities do spend more than required to address the educational needs of their students; on average, local communities spend 25% or more above their required allocation. Worcester typically funds right at the minimum required by the Chapter 70 Foundation formula (give or take roughly 1%). If you were elected to school committee would you advocate for the city to spend 10% or more above the required foundation formula even if that means the city would have to secure additional revenue?

Yes

No

8) Explanation of response (optional)

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9) Do you support the calls from members in the community that the funds the city previously provided to support School Resource Officers be re-allocated to other programs in the Worcester Public Schools?

Yes

No

9) Explanation of response (optional)

I believe that it's time for us to review the role of our school resource officers. I believe that we have had appropriate officers in our schools however I think it's an important time for us to acknowledge the concerns that have been raised by members of the community and utilize our SROs and all officers that can help improve community relations. School safety is a priority and I believe this is something we can work together on.

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### Questions related to Staffing and Leadership

10) Would you support merit pay or bonuses for teachers who are considered highly effective in producing strong education outcomes (based on measured test score improvements) for students?

Yes

No

10) Explanation of response (optional)

My answer is no on this question because I believe that we continue to ask her educators to provide more and more with less and less and I think we need to make sure before we're looking at everything like this that we are providing them with the support that they need.

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11) Would you support signing bonuses or additional pay stipends for certified bilingual teachers to attract more bilingual/bicultural teachers to our Worcester Public Schools?

Yes

No

11) Explanation of response (optional)

I don't believe that we should provide an incentive bonus based on a specific skill. If it were an incentive bonus for new hires across-the-board I am absolutely in support of exploring that type of issue but I believe that all of our educators are valuable including those who are bilingual and teaching in the ELL department so I think if there is a concern about needing to hire we need to look at compensation overall not just a bonus for hiring..

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12) Do you support utilizing 'diversity bonuses' or other similar intentional recruitment strategies in order to recruit more teachers of color to Worcester? (For example, see section 6 [bottom of page two] of this Minnesota Bill:

<https://www.house.leg.state.mn.us/comm/docs/7ec78b3d-0ac8-42ca-99ee-3ef9f63fcb36.pdf>)

Yes

No

12) Explanation of response (optional)

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13) Do you support the expansion (i.e. funding, outreach, inclusion of bilingual teachers) of ‘Grow Your Own’ programs that recruit teacher candidates from non-traditional populations (e.g., high school students, paraprofessionals, and after-school program staff) who are more likely to reflect local diversity and more likely to continue to teach in their communities? For more info see:

<https://ednote.ecs.org/grow-your-own-programs-for-teachers-a-look-at-programs-and-policies/> and <https://malegislature.gov/Laws/GeneralLaws/PartI/TitleII/Chapter15a/Section19>

Yes

No

13) Explanation of response (optional)

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14) Do you support the expansion of the role of Worcester Public Schools Chief Diversity officer to extend beyond human resources and DEI regulations/compliance to include addressing inequities in other areas of schooling (i.e. school discipline, academic outcomes, profession development, etc)? (See the former job description:

<https://worcesterschools.org/wp-content/uploads/2019/06/Diversity-Officer-job-description.pdf>

Yes

No

14) Explanation of response (optional)

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Questions related to student discipline and student life

15) Would you advocate for secondary schools to begin later in the morning to allow adolescents to sleep later? (see the attached literature review of 38 articles related to the topic: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4824552/>)

Yes

No

### 15) Explanation of response (optional)

I believe that we need to first work on getting our in-home transportation system under control. Once we have done that I think looking at piloting potential school start time is an important route to go to benefit our students.

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16) Would you support a moratorium on suspensions and expulsions that are not directly associated with violence or drugs or issues of direct safety for the educational communities?

Yes

No

16) Explanation of response (optional)

I believe that the parameters around suspending student should focus on violence, drugs, and issues of direct safety to the community. However I don't want to limit any possible situations that are outside of these parameters that require additional consideration. I do believe that we need to work towards eliminating need for disciplinary actions through social workers, adjustment counselors, additional after school program and opportunities, and additional services that students may need.

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17) Would you support a ban on all suspensions in grades pre-K through 3rd grade?

Yes

No

17 Explanation of response (optional)

While I believe it should be an extremely rare occurrence that any child is ever suspended between K and third grade, personally the thought doesn't seem like it should even be considered. However knowing some of the issues that have occurred in WPS during the last few years I would support administration referring a child that is an a difficult disciplinary situation to the school safety center.

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18) Do you support the City's decision to end the placement of School Resource Officers (SROs) in Worcester Public Schools?

Yes

No

18) Explanation of response (optional)

I have continually supported our resource officers since first running. I respect the city manager and the chief's decision to adjust these roles. I look forward to working with them on what the future role of the school resource office looks like. This will ensure that we can then work together on any he just means that may be needed.

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19) Do you support the creation of restorative justice programs in the schools? (see this guide from Vermont: [https://education.vermont.gov/sites/aoe/files/documents/edu-integrated-educational-frameworks-whole-school-restorative-approach-resource-guide\\_0\\_0.pdf](https://education.vermont.gov/sites/aoe/files/documents/edu-integrated-educational-frameworks-whole-school-restorative-approach-resource-guide_0_0.pdf))

Yes

No

19) Explanation of response (optional)

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20) Would you support an audit to examine the relationship between the Worcester Police Department and the Worcester Public Schools?

Yes

No

20) Explanation of response (optional)

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Questions related to school choice

21) Do you support the creation of additional innovation schools in Worcester that "can implement creative and inventive strategies, increase student achievement, and reduce achievement gaps while keeping school funding within districts?"

(<https://www.doe.mass.edu/redesign/innovation/>)

Yes

No

21) Explanation of response (optional)

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22) Are you in favor of expanding the number of charter schools in Worcester? (<https://www.doe.mass.edu/charter/>)

Yes

No

22) Explanation of response (optional)

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23) Would you support the creation of new exam school where the admission to the school would be determined by the score on a standardized exam?

(<https://www.telegram.com/article/20120425/NEWS/104259906>)

Yes

No

23) Explanation of response (optional)

At this time I would be willing to go back and look at the international baccalaureate schools.

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24) Do you believe that Worcester Technical High School should continue to consider grades, test scores, conduct, and attendance records in its process for admissions?

(<https://worcesterschools.org/wp-content/uploads/2021/01/WTHS-Emergency-Admissions-Policy-2021-2022-12.21.2020.pdf>)

Yes

No

24) Explanation of response (optional)

While I believe students need to have some type of rubric in order to apply and then get into Worcester technical high school. I do believe that we need to work along with administration and the state to adjust the current admissions process to give more students an opportunity.

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Questions related to community voice and accountability

25) Will you ensure that Worcester public schools establish active site councils in every single school in order to develop the school improvement/accountability plan, develop site specific goals and review the school site budget as stipulated by state and federal law?

(<http://www.doe.mass.edu/lawsregs/advisory/schoolcouncils/>)

Yes

No

25) Explanation of response (optional)

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26) Will you work to ensure that parents (and students in high schools) are part of the hiring committee for faculty and administration?

Yes

No

26) Explanation of response (optional)

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27) Will you work to make sure that all data that the school district collects and all research that is completed by outside researchers in the Worcester Public Schools is made available to the public when it is legally acceptable to do so?

Yes

No

27) Explanation of response (optional)

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28) Would you vote in favor of allowing 16 and 17 year-olds to vote in local elections (as they do in Hyattville, and Greenbelt, Maryland and in Berkeley and Oakland, California)? (<https://www.teenvogue.com/story/why-we-should-lower-voting-age>)

Yes

No

28) Explanation of response (optional)

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29) Would you support the creation of an anonymous online and phone bias incident reporting and investigating process for incidents that occur in the Worcester Public Schools?

Yes

No

29) Explanation of response (optional)

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