



**Superintendent's
Report**

**Regular Business
Meeting**

August 8, 2023

Superintendent Update

Interim Superintendent Rochelle Cox

Year 1 Strategic Plan Summary

Executive Director Sarah Hunter

Goal 1: Academic Achievement

Provide standards-based core instruction with a focus on literacy and mathematics.

- Implemented or in the process of adopting new math and literacy curricula.
- Conducted professional development for teachers and principals.
- Started math intervention training.

Ensure all curriculum and instructional practices are anti-racist and sustain the cultures, languages, and experiences of students.

- Various departments supported anti-racist curriculum integration.
- Workshops and conferences focused on diverse histories and cultures.

Ensure all community schools provide access to STEM, music, art, language, ethnic studies, and college credit courses.

- Enhanced STEM education with new materials and curriculum.
- Supported arts education with training and funding.
- Provided professional development for world language teachers.
- Expanded IB and college credit programs in high schools.

Implement Professional Learning Communities (PLCs) to support academic support and intervention.

- Conducted PLC-focused sessions for instructional leadership teams.
- Supported schools in implementing PLCs.

Provide magnet school pathways with innovative thematic instruction and integrated learning opportunities.

- Adopted school-wide thematic approaches.
- Offered training and resources for integrated curriculum design.

Goal 2: Student Well-being

Provide equitable access to culturally responsive counseling and mental health services.

- Assigned school-linked mental health providers at each building.
- School social workers are in every building and provide comprehensive mental health services to students.
- Conducted caregiver institutes on mental health.

Fully implement a restorative approach to student support.

- Provided professional development for staff on restorative practices.
- Offered Family Group Conferences and Staff Circles for repair.

Integrate social and emotional practices into all classrooms and Out of School Time activities.

- Developed a comprehensive 5-year plan for integration.
- Collaborated with CASEL for social and emotional learning.
- Incorporated social and emotional learning sections into report cards.

Ensure physically safe and welcoming school environments.

- Trained emergency teams and conducted safety assessments.
- Provided training and support for staff on safety and security issues.

Support healthy child development through nutritious meals and promotion of physical activity.

- Dedicated additional funding to ensure students had access to nutritious meals.

Goal 3: Effective Staff

Strengthen pathways and reduce barriers for talented and diverse employees to become teachers.

- Implemented teacher residency programs and teacher apprenticeships.
- Expanded Future Educator Teacher Pathway for high school students.

Maintain Teacher Equity plan focused on staffing needs of high-need schools.

- Addressed staffing needs of high-need schools proactively.
- Established Teacher Cadre for support during long-term absences.

Deepen strategic recruitment of high-quality, diverse teachers and staff.

- Engaged with various community stakeholders for recruitment.
- Enhanced recruitment communications and branding.

Pursue negotiations strategies that address contractual barriers to equitable distribution and recruitment, hiring, and retention of diverse teachers and staff.

- Worked on improving teacher diversity and hiring practices.
- Established partnerships to support Black male teachers.

Pursue authentic engagement with parents around equitable HR policies and practices.

- Engaged parents through surveys, focus groups, and meetings.

Goal 4: School and District Climate

Fully implement the climate framework to ensure all district staff, parents, and students feel heard, valued, and respected.

- Onboarded new staff for equity and school climate.
- Provided ongoing professional development on equity.

Utilize district equity competencies to inform district hiring, professional development, and support systems.

- Revised Equity Competencies document for implementation.

Provide consistent opportunities for youth, parents, and community members to provide feedback on district policies and practices.

- Involved students, parents, and community members in evaluation and feedback initiatives.

Ensure student placement practices support integrated learning opportunities and increased enrollment and retention.

- Expanded enrollment lottery timeline for equitable access to schools.
- Increased the diversity of enrollment department staff to ensure that they were more reflective and could serve more families in their native language

Support community partnerships to enhance student experiences and learning opportunities.

- Encouraged and recruited BIPOC-led community organizations for support.
- Engaged community partners to provide diverse learning opportunities.

Questions

School Readiness Update

Senior Officer of Schools
Dr. Shawn Harris-Berry

Well-Being Update

Executive Director Dr. Meghan Hickey

Safety & Mental Health Updates

- Welcome, Ernest Sutton
- Investing in student well-being
 - Hiring eight additional EMSS specialists
 - Hiring additional Licensed Drug & Alcohol Counselor
 - Investing in Tier 3 interventions & building staff capacity

Questions