



Strategic Planning Update

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COMMITMENT 1: ELIMINATE OPPORTUNITY AND ACHIEVEMENT GAPS:

Equitable and Excellent Student Outcomes

PRIORITIES

- Equitably fund our schools to ensure robust academic programming and social emotional supports to give every child what they need
- Hire and retain a workforce that reflects the racial, ethnic, and linguistic diversity of the students and families we serve
- Develop staff to review curriculum for cultural bias and relevance, culturally relevant curriculum for new purchases, and ensure that new curricular purchases meet expectations
- Implement the LOOK Act to expand programs that promote bi/multilingualism including bilingual programs, dual language and cultural heritage programs
- Support schools with implementing culturally and linguistically sustaining practices and Ethnic Studies through professional development focused on classroom educators first and then other staff reach their full potential social emotionally and academically
- Schools will have explicit goals around implementing strategies to eliminate opportunity and achievement gaps (especially for ELs and students with disabilities), and central office will be responsible and accountable for monitoring progress and providing support
- Eliminate disproportionality in the implementation of the Code of Conduct by ensuring welcoming and affirming classrooms and applying restorative practices

COMMITMENT 1: ANCHOR GOAL

BPS graduates will be ready for success in college, career, and life.

Aligned Progress Measures: (All measures disaggregated by EL, SWD, race, economic disadvantage, and other groups)

<i>Early literacy</i>	The percentage of K2 students who Meet/Exceed grade level expectations for Phonological Awareness or Foundational Reading Skills on MAP Reading
<i>Grade level promotion</i>	The percentage of students promoted to the next grade level
<i>Graduation</i>	The percentage of students who graduate with a high school diploma within 4 years
<i>ELA achievement</i>	Average ELA scaled score
<i>Math achievement</i>	Average math scaled score
<i>Science achievement</i>	Average scaled score (grades 5 and 8) and average CPI (high school)
<i>EL progress</i>	Mean Student Growth Percentile on ACCESS for ELLs
<i>Chronic Absenteeism</i>	The percentage of students chronically absent

COMMITMENT 2: ACCELERATE LEARNING: *High-quality schools and joyful classrooms district-wide*

PRIORITIES

- Redesign secondary schools to prepare students for college, career, and in alignment with MassCore, other advanced coursework opportunities, and career preparedness.
- Educators will be trained to deliver high quality inclusionary opportunities to ensure students with disabilities are served in the general education setting to the extent possible
- Provide access to rigorous culturally and linguistically affirming curriculum and instruction that includes learning opportunities in the arts, science, literacy, physical education, health, and civics, access to athletic programs and technology, and fully integrates student wellness into the educational experience
- Fully implement universal pre-kindergarten through a mixed delivery model that ensures quality
- Implement rigorous and consistent elementary expectations and curriculum that prepare students for high school including strong science and math programming
- Reduce chronic absenteeism by ensuring that students are welcomed into joyful and engaging classrooms and meeting the unique needs of each child

COMMITMENT 2: ANCHOR GOAL

BPS schools will demonstrate strong growth in ELA and Math

Aligned Progress Measures: (All measures disaggregated by EL, SWD, race, economic disadvantage, and other groups)

<i>ELA growth</i>	Mean ELA student growth percentile (SGP)
<i>Math growth</i>	Mean Math student growth percentile (SGP)
<i>Algebra participation</i>	The percentage of students enrolled in 8th grade Algebra I
<i>School quality</i>	Number of SQF Tier 1 and 2 schools district-wide
<i>Advanced coursework</i>	The percentage of 11th and 12th graders who pass at least one advanced course
<i>Inclusion</i>	The percentage of students with disabilities in grades K0-12 in full or partial inclusion

COMMITMENT 3: AMPLIFY ALL VOICES:

Shared decision-making, mutual accountability and partnerships

PRIORITIES

- Engage youth voice in decision-making and leadership by leveraging BSAC and creating additional opportunities including the Superintendent's Youth Cabinet
- Welcome and value all families and students in our schools, including them as partners in school-based decision-making and management
- Increase feedback systems for families and central office staff through the institution of regular regional and central office meetings respectively
- Make every school a safe space for every student, and offer the support and protection needed to learn, grow and thrive
- Engage students in decision making in a timely and transparent manner

COMMITMENT 3: ANCHOR GOAL

BPS schools will implement the core elements of family engagement

Aligned Progress Measures: (All measures disaggregated by EL, SWD, race, economic disadvantage, and other groups)

<i>Family engagement</i>	Average Family Engagement Index Score
<i>Parent perception of climate</i>	Average scores on select scales (group of related items) from the parent climate surveys related to perceptions of school quality and culture
<i>Student perception of climate</i>	Average scores on select scales (group of related items) from the student climate surveys related to perceptions of school quality and culture.
<i>School choice</i>	The percentage of families that receive at least one of their top three choices in the Home-based School Choice student assignment process for K1 or K2
<i>Suspension</i>	The percentage of students who were suspended one or more times in a given school year

COMMITMENT 4: EXPAND OPPORTUNITY:

Fair and equitable funding and welcoming environments

PRIORITIES

- Fund all schools in a manner that meets the unique needs of the students they serve, with consideration given to English Learners (ELs), students with disabilities, economically disadvantaged students, students at risk of dropping out, off-track youth, and other marginalized groups
- Improve funding formulas and create mechanisms to ensure equitable distribution of resources generated through fundraising, partnerships, and grants
- Uphold a standard of organizational effectiveness and excellence to ensure that we are meeting students' needs
- Make substantive progress with BuildBPS work to create equitable, 21st century, safe and nurturing learning spaces and ensure equitable pathways and connectors between schools
- Ensure that every BPS school and department collaborates with families, local youth- and family-focused partners and service agencies to provide families with the information and resource access needed to support student growth inside and outside of the classroom

COMMITMENT 4: ANCHOR GOAL

BPS schools will be funded to meet the unique needs of the students they serve

Aligned Progress Measures: (All measures disaggregated by EL, SWD, race, economic disadvantage, and other groups)

Facilities Index

Average score on facilities condition index

Budget allocation

The percentage of dollars allocated via school budgets

Core academic support

Student to staff ratios aligned with guidance to meet the academic needs of all populations of students

Social emotional support

Ratio of social-emotional supports to students

Family engagement

Presence of family engagement staff who reflect the community they serve

Instructional leadership

Ratio of instructional leadership to teaching staff

COMMITMENT 5: CULTIVATE TRUST:

Caring and competent staff that reflect our students and are focused on service

PRIORITIES

- Hire, support, and retain a workforce that at every level reflects our students' diverse cultures and languages
- Structure and hold central office accountable for better serving and supporting schools and stakeholders, and taking a customer service approach
- Support and hold school leaders accountable for creating inclusive, culturally and linguistically sustaining, high performing school communities
- Make BPS a place where educators and staff want to be employed because they have a desire to serve our students, and feel valued and supported in their work
- Revamp central office operations to ensure the highest quality of services to families including school registration, transportation, safety, food and nutrition services.

COMMITMENT 5: ANCHOR GOAL

BPS school and central office staff will reflect the students we serve

Aligned Progress Measures: (All measures disaggregated by EL, SWD, race, economic disadvantage, and other groups)

<i>Teacher diversity</i>	Average Teacher/Student Parity Index Score
<i>Teacher perception of climate</i>	Average scores on select scales (group of related items) from the teacher climate survey related to perceptions of school quality and culture
<i>Student perception of teacher quality</i>	The percentage of teachers district-wide rated as effective or very effective by students on the annual BPS climate survey
<i>Central office accountability</i>	(Measure to be determined)

Next Steps

- 30-Day Public Comment Period: January 16th - February 14th 2020
 - Online at www.bostonpublicschools.org/strategicplan
 - 4 Public Meetings 6 - 7:30 pm:
 - Jan. 21, Mattapan Public Library, 1350 Blue Hill Ave, Mattapan
 - Jan. 30, East Boston Library, 365 S Bremen St, East Boston
 - Feb. 6, Condon Community Center, 200 D St, South Boston
 - Feb. 11, Thelma D. Burns Building, 575 Warren St, Dorchester
- Budget Proposal - February 5th
- Strategic Plan Presented to SC Feb. 26