



**OFFICIAL MINUTES OF THE BOSTON SCHOOL COMMITTEE
OPPORTUNITY AND ACHIEVEMENT GAPS TASK FORCE
MEETING**

Tuesday, June 16, 2026

The Boston School Committee Opportunity and Achievement Gaps (OAG) Task Force held an in-person meeting on June 16, 2026 at 4.20 p.m. at the Bruce C. Bolling Municipal Building, 2300 Washington Street, School Committee Chamber, Roxbury. For more information about any of the items listed below, visit www.bostonpublicschools.org/gaps, email lparvex@bostonpublicschools.org, or call the Boston School Committee Office at (617) 635 - 9014.

ATTENDANCE

Task Force Members Present: Co-Chair Dr. Stephen Alkins; Co-Chair Ayele Shakur; Dr. Brandy Brooks; Dr. Harold L. Miller Jr.; Filiberto Santiago-Lizardi; Dr. Ambrizeth Lima; Dr. Carline Pignato; Lea Serena.

Task Force Members Absent: Rev. Willie Bodrick; Dr. Lisa Gonsalves; Pamela Leins; Devin Morris; Dr. Gil Noam; Marinell Rousmaniere; Student Representatives Kevin Louis.

BPS Staff: Director of Policy Tamika Estwick Buckmire; OAG Director of Finance and Operations Adetunji Onamade; and OAG Policy Director Senior Advisor for Strategy and Opportunity Gap Dr. Colin Rose.

DOCUMENTS PRESENTED

Agenda

Meeting minutes: May 14, 2026

2025 Annual Hiring and Workforce Diversity Update

Working Draft Key Performance Indicators Tracker

CALL TO ORDER

Dr. Alkins called the meeting to order and welcomed everyone. A quorum was present.

Dr. Alkins introduced School Committee member Ms. Lydia Torres as a prospective member of the Task Force. The members introduced themselves.

APPROVAL OF MINUTES

Approved - The Task Force approved, by roll call, the minutes of the March 31, 2026 Task Force meeting.

SUMMARY OF DISCUSSION

Updates from Dr. Colin Rose, Senior Advisor for Strategy and Opportunity Gaps - Dr. Rose shared updates regarding ongoing district initiatives and planning efforts, saying that the work builds on summer engagement led by the central office and will include gathering feedback on district goals. He acknowledged budget challenges and ongoing coordination with district leadership. He also discussed the development of district success metrics, how these measures will align with broader district goals, and that additional measures may be considered as this work progresses.

Dr. Rose also reviewed the 2025 human resources memo and discussed the use of early workforce data snapshots instead of waiting for the release of the annual October 1 data. He said there were concerns regarding the distribution of snapshots containing incomplete data. Members reviewed the 2025 document.

Members discussed central office and school leader diversity data, as well as the importance of clear, consistent reporting on hiring, retention, exits, and role breakdowns. Mr. Santiago questioned the limited change in workforce diversity data over the past five years and whether it reflected current demographics. Members discussed differing interpretations of progress, including the impact of retention, turnover, and the Garrity decision. Dr. Pignato suggested reviewing demographic data for central office leadership and discussing a shared definition of diversity. Members also emphasized the need for a standardized workforce data snapshot to guide future year-to-year analysis, identify priority metrics, and inform recommendations ahead of the district's annual workforce report.

Mr. Mudd said that previous workforce reports included more detailed data and information on successful strategies. He also noted the importance of workforce diversity reflecting the demographics of the student population, both racially and linguistically.

Dr. Lima emphasized the importance of reporting on both racial and linguistic diversity separately to provide a clearer understanding of workforce representation. Dr. Pignato discussed the MTEL certification process, stating that the framing of “intensive support” of educators of color contributes to a narrative that places responsibility on the educators rather than examining systemic issues within the certification system.

Members suggested reviewing additional data on the effectiveness of the current approach compared to prior preparation strategies. Members also emphasized the importance of disaggregated retention data, including comparisons across racial groups, to better understand hiring and retention patterns and inform future workforce strategy. They also discussed creating a working group to develop a standardized snapshot template with key data points for future reporting.

TASK FORCE BUSINESS

Members discussed the meeting cadence for School Year 2026–2027, including alignment with budget season and key reporting cycles.

Task Force Discussion on Key Performance Indicators (KPI) for the OAG Policy, Teacher Diversity, and plans for the SY2026 - 2027 school year - Ms. Shakur introduced the KPI Tracker as a working document that will be refined until it is transitioned into a dashboard by Dr. Rose. She distributed the tracker and said that it will be used to align goals and metrics across the system into a single coherent framework.

Ms. Shakur explained that there was an initial list of potential KPIs for the Task Force. She also said the Task Force would have to decide how many of these they would focus on and said they would be tied to School Committee priorities and goals, and the document will ultimately be shared with the School Committee and integrated into a developing dashboard.

Recommended Year 1 Dashboard Metrics for OAG Task Force Monitoring:

Literacy proficiency and growth
Math proficiency and growth
ACCESS growth for Multilingual Learners
Inclusion rate for Students with Disabilities
Graduation rate
Chronic absenteeism
Student sense of belonging
Suspension disparities
Educator diversity
Leader diversity
Teacher retention
Family engagement participation
Student leadership participation
QSP implementation rate
OAG Impact Analysis compliance

Members discussed potential KPI priorities, including graduation rates for high-needs students, teacher retention, literacy, chronic absenteeism, inclusion, workforce diversity, and outcomes for multilingual learners. Members emphasized the importance of disaggregated data, clear metric definitions, and alignment between district goals, School Committee priorities, and school-level planning.

Members discussed concerns regarding outcomes and support for SLIFE students and the Task Force's role in reviewing data and providing recommendations. They also discussed the possibility of drafting a letter to share feedback and request additional information.

PUBLIC COMMENT

John Mudd, Cambridge resident and advocate, urged the Task Force to support outcome-based SMART goals focused on student outcomes and teacher diversity and emphasized the importance of monitoring implementation through data and analysis.

ADJOURNMENT

Approved - At approximately 6.05 p.m. the Task Force unanimously approved a motion by roll call to adjourn to the meeting.

Opportunity and Achievement Gaps Task Force Meeting
June 16 , 2026

Attest:

A handwritten signature in black ink, appearing to read "Lena Parvex", written in a cursive style.

Lena Parvex
Executive Secretary