



# Boston School Committee Update Strategic Planning 2019

December 11, 2019 - DRAFT - FINAL DEVELOPMENT IN PROGRESS

# Community Engagement for Strategic Vision



# Strategic Planning Timeline

- **July - December, 2019**  
Superintendent community engagement and school visits
- **December 11, 2019**  
Present Draft Revised Strategic Vision to Boston School Committee
- **January 2020**  
Revision for Boston School Committee review and School Committee leading and/or lagging indicators
- **January 16 - February 14, 2020**  
Public Comment Period - online submission available at [bostonpublicschools.org](http://bostonpublicschools.org)
  - Regional meetings 6 - 7:30 PM  
January 14 - Roxbury/ Dorchester  
January 21 - Mattapan  
January 30 - East Boston  
February - TBD
- **February 2020:** Finalized Strategic Vision and Superintendent's Action Plan presented to the Boston School Committee
  - Planned initiatives
  - Proposed metrics and indicators

# Community Feedback Themes

As we listened to stakeholders, some of the the most frequent feedback we heard included:

- Modernized schools buildings with gymnasiums, libraries, cafeterias, fine arts centers, and heating and cooling systems.
- Fair and equitable funding across schools.
- Clear and predictable pathways from birth to graduation.
- Reliable and accessible transportation and effective operations.
- A caring and competent staff reflective of our students.

# Community Feedback Themes continued...

- A rigorous and culturally affirming student-centered curriculum.
- Close the gap and improve programming for English Language Learners, and students with disabilities.
- Social-emotional skill development and trauma-informed mental health supports.
- Access to a full range of programming including arts, physical education, athletics, tutoring during and outside of school.
- Technology for all students.

# Theory of Action

***If*** we give every student what they need, earn the trust and true partnership of families, community members and stakeholders through authentic engagement and shared leadership, deliver excellent service to students and families, and provide educators and staff with professional development and clear expectations...

***Then*** we will become a high performing, nation leading district that closes gaps and improves life outcomes for all our students.

# The Pathway to a Better BPS: Mission, Vision & Values

**Mission:** Every child in every classroom in every school receives what they need.

**Vision:** A nation-leading, student-centered public school district providing an equitable and excellent liberal arts education that prepares every student for success in college, career and life.

**Values:** Joy Unity Inclusion Collaboration Equity

# Our Commitments

## 1. **Elevate Equity**

Equitable and excellent student outcomes

## 1. **Accelerate Learning**

High quality schools and joyful classrooms in all parts of the district

## 1. **Expand Opportunity**

Fair and equitable funding

## 1. **Cultivate Trust**

Caring and competent staff that reflects the students we serve

## 1. **Amplify All Voices**

Shared decision-making and mutual accountability

# Commitment One

## **Elevate Equity:** Equitable and excellent student outcomes

We will ensure every student in our system leaves with the skills and tools to achieve success in college, career and life.

We will deliver a rigorous, equitable and culturally relevant education that addresses every aspect of their development. Upon graduation, each student will possess the knowledge, skills and tools they need to chart their own success in school, college, career, and life

*2015 Priority: BPS will provide rigorous, effective, and engaging curriculum, instruction, and enrichment.*

# Commitment Two

**Accelerate Learning:** High quality schools and joyful classrooms throughout the district

All of our schools will be joyful learning environments that leverage the rich assets that exist in every community.

High quality schools should include core elements that meet the needs of the whole child, including health education and physical education, arts programming, and social emotional skill development. Therefore, we will transform the way we fund, support and offer programming to our schools in a way that establishes consistent standards of quality, leverages unique community assets and meets the needs of every school.

*2015 Priority: BPS will continue to foster an environment of high expectations combined with targeted interventions and support in order to meet the learning needs of all students.*

# Commitment Three

## **Expand Opportunity:** Fair and Equitable Funding

We will fairly and equitably fund our schools to provide students greater access to more rigorous and enriching learning opportunities.

Each community and neighborhood has different needs, which requires the most appropriate approach to meet them. Resources will be equitably and transparently allocated based on the unique needs of each school, community and neighborhood.

*2015 Priority: BPS will provide equitable access to quality facilities and highly effective programs.*

# Commitment Four

## **Cultivate Trust:** Caring and competent staff that reflects the students we serve

Our workforce will be highly engaged, high-performing, and recognized for their exceptional care and service to create welcoming environments for our students and families.

Every student will have caring, competent and professional educators and staff to help them reach their full potential. The district will continue to retain talent that is culturally proficient, and demonstrates the skills and knowledge to effectively serve our diverse student body.

*2015 Priority: BPS will implement strategies to ensure every school will have highly effective school leaders, teachers, and staff. The workforce will reflect the rich diversity of the students BPS serves.*

# Commitment Five

## **Amplify All Voices:** Shared Decision Making and Mutual Accountability

Every school and district office will collaborate with and incorporate the voices of students, families and their communities to ensure strong student and school outcomes.

Students, families and community members will be integral partners in decisions made in service of students' development and success.

*2015 Priority: BPS will empower, support and hold accountable school leaders, teachers and staff to effectively engage with families, partners, and the community to foster shared responsibility for student achievement.*

# Discussion

- Theory of Action
- Commitments
- Next Steps