



Finance Department
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MEMORANDUM

TO: Chairperson and Members
Boston School Committee

FROM: Nathan Kuder
Chief Financial Officer

SUBJECT: Grants for Approval

DATE: February 1, 2023

Attached please find the grants for approval by the School Committee on February 1, 2023. Full copies of the grant proposals are available for your review and have been filed with the Office of the Secretary to the School Committee.

Boston Public Schools

Mary Skipper, Superintendent

Boston School Committee

Jeri Robinson, Chair

City of Boston

Michelle Wu, Mayor



GRANTS FOR SCHOOL COMMITTEE

February 1, 2023

Amount	FY	Grant Name	Status	Fund Manager	Focus Area(s)	Sites
\$240,863	2023	Teacher Diversification Pilot Program FC253	New	Rashaun Martin & Sharra Gaston	Educator Diversity	Districtwide
\$190,000	2023	Early College Support Grant FC460	Increase	Lydia Emmons	College and Career Readiness	5 Sites
\$34,557	2023	Adult Education FC345	Increase	Kristen D'Avolio	Adult Education	Madison Park Adult Ed. Center
\$465,420		Total				

SCHOOL COMMITTEE ACCEPTANCE FORM – BPS23622

Grant Name: Teacher Diversification Pilot Program (TRUST) COMP FC253

Status: **New**

Grant Type: Start & End Dates: Upon Approval to 6/30/2023

Funding Source: MA Department of Elementary & Secondary Education (DESE)

Grantor Contact: Sylvia Lam

Grantor Address: 75 Pleasant Street, Malden, MA 02148

Grantor Phone: 781-338-3000

Grantor Email: Sylvia.Lam@mass.gov

Lead BPS Department and/or School(s): Office of Retention, Cultivation & Diversity Programs, Division of Equity, Strategy & Opportunity Gaps

BPS Program Manager: Rashaun Martin & Sharra Gaston

Department Head/School Leader: Charles Grandson IV, Ed.D, Chief Equity & Strategy Officer

Annual Award Amount: Total Award Amount: \$240,863

- High School Education Pathway (Boston Latin Academy): \$10,300
- Teacher Cadets: \$95,473
- Financial Incentives (Signing Bonuses & Relocation Assistance): \$45,955
- SEI Endorsement: \$17,827
- BPSTF: \$71,308

Carry-forward option: No

Approximate # of students (or teachers, central office staff) served: BPS district

- Approximately 75 Teacher Cadet students
- Approximately 45 new hires through recruitment
- Approximately 50 current educators receiving an SEI endorsement
- Approximately 25 current educators earning initial license through the BPS Teaching Fellowship
- Approximately 150 black male students at the Boston Latin Academy

Sites: Central Office and Boston Latin Academy

How are these sites chosen?

All programs and services to recruit, develop and retain educators in the BPS with a focus on staff diversity are provided through the Office of Recruitment, Cultivation and Diversity Programs. The Boston Latin Academy sought assistance to partner with the He is Me Institute to support the retention of black males at their school.

Key External Partners (if any): He is Me Institute - Teacher Discovery Programs

Priorities:

- Invest in programs that **yield highly effective racially, culturally, and linguistically diverse candidates** who stay in the district for at least 5 years
- Invest in programs that prepare educators to **support the academic achievement and growth of BPS students**
- We believe that **the next generation of BPS educators are in our classrooms right now** or are in the homes and in community organizations in the City of Boston right now.
- We are committed to developing programs that provide multiple access points to prepare our next generation of educators who can, with our sustained intention, indeed reflect the racial, cultural and linguistic diversity of our students and our community.

Purpose:

The Office of Retention, Cultivation & Diversity Programs (RCD) resides in the Division of Equity, Strategy & Opportunity Gaps (ESOG), led by Chief Equity and Strategy Officer Dr. Charles Grandson IV. This is a division of the Office of the Superintendent and brings together the Office of Equity, Office of Opportunity Gaps, Office of Strategy and Innovation, and the Office of Retention, Cultivation, and Diversity Programs for a common purpose: to ensure that the district places the elimination of disparities, particularly racial disparities, at the center of all of our instructional and operational work.

The Office of Retention, Cultivation & Diversity Programs (RCD) combines talent acquisition and cultivation, pipeline development, and diversity programs to better support candidates and employees throughout their careers. RCD is committed to developing, preparing and retaining a racially, ethnically, culturally, and linguistically diverse group of highly effective and culturally proficient teachers and staff members every year. We continue to focus our efforts on three key “levers” for our work: 1) Build and Support Pipelines 2) Cultivation and 3) Develop and Retain employees. These levers remain at the center of our strategy for accelerating student learning.

Desired Outcomes:

- Increase the percentage of external educators of color hired in the district from 44% in 2022 to 55% in 2023.
- Reduce the attrition rate of educators of color from 36.7% in 2022 to 33% in 2023.
- Have 100% completion rate for 41 educators in the BE/ACTT program in receiving an SEI Endorsement and increase enrollment to 65 for SY24.
- Retain 63 district high school students in the Teacher Cadet program on their journey to becoming BPS educators.
- Have 100% of the 25 first year educators in the teaching fellowship receive a license in Moderate disabilities and ESL and an initial license in their primary practice area.

Please specify how this grant aligns with the district’s 20/25 Strategic Vision’s Commitment(s) and Priority(s). Please List them below: (see attached – go to (page 59)

1.2 Hire and retain a workforce that reflects the racial, ethnic, and linguistic diversity of the students and families we serve.

5.1 Hire, support, and retain a workforce at every level that reflects our students’ diverse cultures and languages; and address the structural barriers which impact staff and educators of color.

SCHOOL COMMITTEE ACCEPTANCE FORM – BPS23623

Grant Name: Early College Support Grants FC460

Status: **Increase**

Grant Type: Entitlement

Start & End Dates: 9/1/22 - 8/31/23

Funding Source: Department of Elementary and Secondary Education

Grantor Contact: Kristin Hunt

Grantor Address: 75 Pleasant Street, Malden, MA

Grantor Phone: (781) 338-3000

Grantor Email: Kristin.E.Hunt@mass.gov

Lead BPS Department and/or School(s): Office of Secondary Schools

Charlestown High School

Dearborn STEM Academy

Fenway High School

Madison Park Technical Vocational High School

New Mission High School

BPS Program Manager: Lydia Emmons, Director of Early College Programs

Department Head/School Leader:

Charlestown High School, Ajay Trivedi

Dearborn STEM Academy, Darlene Marcano

Fenway High School, Geoffrey Walker

Madison Park Technical Vocational High School, Dr. Sidney Brown

New Mission High School, Will Thomas

Increase Amount: **\$190,000**

Total Amount Awarded \$490,000

Carry-forward option: No

Approximate # of students (or teachers, central office staff) served: 318

How are these sites chosen?: Current Designated Early College Programs

Key External Partners (if any):

University of Massachusetts Boston

Wentworth Institute of Technology

Bunker Hill Community College

Benjamin Franklin Cummings Institute of Technology

Purpose:

Through Early College Support Grant DESE provides implementation support to existing Early College programs. This support funds staff capacity, instructional materials, transportation, and planning stipends across 5 secondary schools and ensures high quality program delivery.

Desired Outcomes:

1. Increase enrollment into High Quality Early College Pathways at Charlestown High School, Dearborn STEM Academy, Fenway High School, Madison Park Vocational Technical High School and New Mission HS.
2. Increase the number of students graduating from high school with at least 12 highly transferable college credits

Specific, Measurable, Attainable, Realistic, and Time-bound (SMART) Goals

Goal #1: Enroll an additional cohort of Early College students at each participating high school by 12/22 increasing enrollment from 183 in SY22 to 318 in SY 23.

Indicator: October SIMS Data

Goal #2: Ensure 75% of senior Early College cohort graduate with a minimum of 12 college credits in June 2023

Indicator: DESE Senior credit tracker and DHE HEIRS data analysis

Please specify how this grant aligns with the district's 20/25 Strategic Vision's Commitment (s) and Priority(s). Please List them below: (see attached – go to (page 59)

Early College pathways provide relevant, authentic and immersive education to all of our students. Through these programs we seek to increase access to college coursework for Boston Public Schools students and reduce the time and cost of a first credential of value. This directly aligns with the district's 20/25 Strategic Vision as it creates equitable opportunities for young people to pursue high quality college and career pathways

Accelerate Learning 2.1 “Redesign Secondary Schools”- in coordination with the “Accelerate Learning” commitment and priority identified in the 20/25 Strategic Vision, the Early College programs are expanded over the years so that BPS is always able to offer rigorous, college coursework to its students.

Active Partnerships 6.4 “Champion college and career awareness” - in coordination with the “Active Partnerships” commitment and priority identified in the 20/25 Strategic Vision, the Early College programs require deep higher ed partnerships that create opportunities for students to engage in college coursework with embedded wrap around supports.

SCHOOL COMMITTEE ACCEPTANCE FORM - BPS23103

Grant Name: BPS Adult Education Family Literacy (BPS103, FC345)

Status: **Increase**

Grant Type: Competitive

Start & End Dates: 07/01/2022 to 06/30/2023

Funding Source: State -345

Grantor Contact: Melissa Viscovich, Program Specialist
W 781-338-3837
melissa.b.viscovich@state.ma.us
Adult and Community Learning Services
Department of ESE
75 Pleasant Street
Malden, MA 02148

Lead BPS Department and/or School(s): Department of Adult Education

BPS Fund Manager: Kristen D'Avolio, Senior Director

Department Head/School Leader: Kristen D'Avolio, Senior Director

Original Annual Award Amount: \$ 452,638 (already approved by SC)

Increase to Annual Award: \$34,557

Total for Annual Award FY23: \$487,195

Total Award Amount (if grant period more than a year): \$2,819,150

New Total Award Amount with Increase Added: \$2,853,707

Carry-forward option: No

Approximate # of students: 140 ESOL students

Sites: Dept. of Adult Education/Boston Central Adult High School at Madison Park TechnicalVocational High School Building Complex

Key External Partners: OpenAirBoston, ,Adult Literacy Initiative Masshire, New England Aquarium, Zoo New England, Museum of Fine Arts, Mayor's Office of Workforce Development

Grant Description

As part of the BPS Adult Education Family Literacy Program, this grant provides adult basic education, high school and ESOL classes to Boston Public Schools parents to support their academic, economic, and civic development in order that they can then support their children's learning.

Expense Categories this Grant Pays For

The grant will be used to pay for part-time evening and day teachers, a special projects manager, a student support specialist, fringe, supplies, and indirect costs.

Desired Outcomes

The desired outcomes of this grant include: 1) expanding language education access to parents of BPS students and the Greater Boston community in general to reduce the number of citizens on the waiting list for English language classes; 2) providing BPS parents with the social capital to navigate educational and community organizations to better support themselves and their children, and 3) providing adult students with digital literacy instruction that allow them to better engage with their families, communities, and employers. These outcomes are tied to BPS Anchor Goal One, which says that all students will be ready for success in college, career, and life.

Specific, Measurable, Attainable, Realistic, and Time-bound (SMART) Goals

Goal #1¹: In FY23, 51% of enrolled adult ESOL students will meet or exceed the state's target for measurable student gain. as measured by BestPLUS and TABE Class-E.

Indicator: FY22 test scores.

Goal #2: In FY22, 39% of students enrolled in adult basic education will meet or exceed the state's target for measurable student gain. as measured by BestPLUS and TABE Class-E.

Indicator: FY22 test scores.

Goal #3: In FY22, 42% of enrolled adult ASE students will meet or exceed the state's target for measurable student gain as measured by MAPT.

Indicator: FY22 test scores.

Strategic Plan Alignment

These goals are tied to the BPS Strategic Goal Number One: Eliminate Opportunity and Achievement Gaps. By supporting Boston's adult residents in earning their high school diploma or learning English, BPS Adult Ed serves highly talented students who have been impacted by social, systemic and social barriers, and racism in and outside of school.

¹ These goals are set by DESE ACLS based on federal NRS data of adult ed students nationwide.

