



# THE DISTRICT CAPACITY PROJECT

A COLLABORATION BETWEEN THE BOSTON TEACHERS UNION,  
BOSTON PUBLIC SCHOOLS AND THE BOSTON SCHOOL COMMITTEE

*Caitlin Gaffny, Teacher, Tobin K-8 School*

*Michael Loconto, Boston School Committee*

*Doannie Tran, Assistant Superintendent of Academics  
and Professional Learning*

*Paul Tritter, BTU Professional Learning*

*Shakera Walker, Director of Teacher Development (OHC)*

Presentation to Boston School Committee

April 13, 2016

# Vision for Professional Learning

- Creating a system culture shift to enhance student learning
- Impacting achievement by aligning experiences to identified student needs
- Ensuring relevancy with learning led by individuals close to the work in schools
- Leveraging teacher expertise that already exists in the district
- Addressing a desire for differentiated communities of practice
- Minimizing teacher isolation and increasing collaboration
- Enabling the creation of new knowledge by giving teachers agency over their own learning
- Expanding possibilities for teachers to pursue, explore, design, and facilitate opportunities

## DCP Mission Statement

**The District Capacity Project (DCP) is an initiative of the Massachusetts Education Partnership - a Rennie Center program**

The District Capacity Project (DCP) builds the capacity of Massachusetts' school districts to drive improvements in student achievement. By learning and mastering effective labor-management collaboration and teaming practices, DCP teams of superintendents, union presidents, school committee members, teachers and administrators work together with DCP facilitators to:

- Co-design and implement initiatives to advance student learning and success;
- Increase teacher engagement in leadership of school and district innovation efforts;
- Improve problem solving, decision making and fidelity of implementation;
- Develop skills, structures, and policies that can sustain collaborative practice over time.

# District Capacity Project District Participants

★ Current District  
(shaded in blue)  
★ Past District

**Berkshire Hills Regional**  
1,385 students

- 25% low-income
- 14.5% students with disabilities
- 2% ELLs

**Leominster**  
6,171 students

- 47.5% low-income
- 19.2% students with disabilities
- 6.0% ELLs

**Burlington**  
3,579 students

- 12.5% low-income
- 13.2% students with disabilities
- 2.4% ELLs

**Malden**  
6,535 students

- 59.3% low-income
- 15.3% students with disabilities
- 18.8% ELLs

**Revere**  
6,831 students

- 77.8% low-income
- 14.9% students with disabilities
- 14.2% ELLs

**Boston**  
**(54,300 students)**

- **77.7% low-income**
- **19.5% students with disabilities**
- **29.9%**

**Northampton**  
2,746 students

- 30.4% low-income
- 21.9% students with disabilities
- 2.8% ELLs

**Boylston Elementary**  
315 students

- 8.3% low-income
- 14% students with disabilities
- 1.6% ELLs

**ELLs**  
**Brockton**  
17,011 students

- 80.7% low-income
- 13.2% students with disabilities
- 20.0% ELLs

**Springfield**  
25,826 students

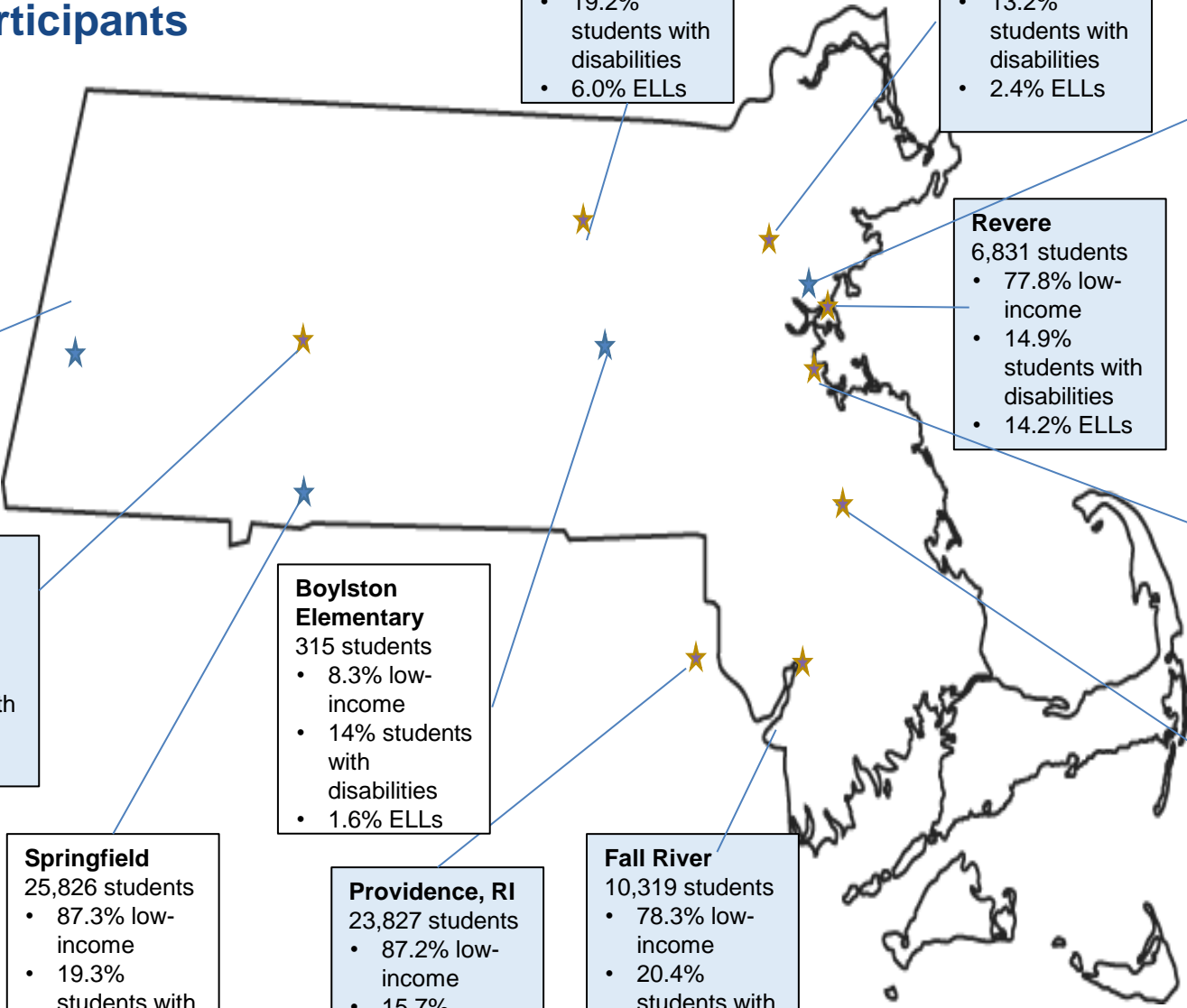
- 87.3% low-income
- 19.3% students with disabilities
- 17.0% ELLs

**Providence, RI**  
23,827 students

- 87.2% low-income
- 15.7% students with disabilities
- 18.2% ELLs

**Fall River**  
10,319 students

- 78.3% low-income
- 20.4% students with disabilities
- 8.5% ELLs



*Data reflects 2013-14 enrollment. Massachusetts data from MA Department of Elementary and Secondary Education; data for Providence from RI Department of Education*

## DCP Members

### **Boston's DCP Team includes:**

- Dr. Tommy Chang, Superintendent
- Barbara Deane-Williams, Senior Deputy Superintendent
- Caitlin Gaffny, Teacher, Tobin K-8
- Christine Landry, Principal Leader
- Michael Loconto, Member, Boston School Committee
- Chris Marino, Special Projects Director, Office of the Senior Deputy Superintendent
- Kimvy Nguyen, Teacher, Higginson Lewis School
- Emily Qazilbash, Assistant Superintendent of Human Capital
- Monica Roberts, Assistant Superintendent of Engagement
- Andrew Rollins, Principal, Mildred Avenue School
- Jacob Stern, Office of Data and Accountability
- Richard Stutman, President, Boston Teachers Union
- Doannie Tran, Assistant Superintendent, Professional Learning
- Paul Tritter, Director of Professional Learning, Boston Teachers Union
- Shakera Walker, Director of Teacher Development, Office of Human Capital
- Melissa Wender, Teacher, Jeremiah Burke High School
  
- Elaine Fersh, Community Matters - Boston DCP Facilitator

# BPS District Capacity Project

## Project Focus and Team

The Boston DCP is a labor-management committee specifically focused on a collaborative process to reform professional development for teachers. This joint committee of BPS labor and management representatives is committed to redesigning professional learning for BPS educators to make it more effective, and more responsive to teachers' needs through collaboration.

**Primary Focus:** creating a framework/theory of action to articulate the key elements of a newly designed professional learning system.

# Theory of Action

**Labor-Management Approach with each party responsible for engaging their community voices to:**

- Assess needs, identify priorities
- Match learners with needs
- Ensure consistency of quality and ease of use
- Build capacity

**In order to:**

- Improve student learning and well-being
- Improve practice, retention
- Improve teamwork at all levels of the system
- Foster and celebrate innovation

## Input to Date

**This Theory of Action has engaged multiple community voices with plans to continue to engage more in the creation of a coherent system:**

- BPS
  - Cabinet reviewed and shared feedback
  - Principal Leaders shared feedback and used in the design of Principal/Headmaster Professional Development for SY16
- BTU
  - Endorsed unanimously by BTU Executive Board and Membership
  - Professional Learning Advisory Board provided feedback throughout drafting process



## Next Steps

- Deep dive at June 4th BTU Professional Learning Conference
- Solicit feedback from additional BPS community voices (principals, teachers, central office staff)
- Build out action steps for each component

**Questions & Comments?**

**Thank you!**