



OFFICIAL MINUTES OF THE REMOTE BOSTON SCHOOL COMMITTEE MEETING

December 1, 2021

The Boston School Committee held a remote meeting on December 1, 2021 at 5 p.m. on Zoom. For more information about any of the items listed below, visit www.bostonpublicschools.org/schoolcommittee, email feedback@bostonpublicschools.org or call the Boston School Committee Office at (617) 635-9014.

ATTENDANCE

School Committee Members Present: Chairperson Jeri Robinson; Vice Chairperson Michael O'Neill (*joined after roll call*); Dr. Hardin Coleman; Ernani DeAraujo; Lorena Lopera; Rafaela Polanco Garcia; and Student Representative Xyra Mercer (*arrived after roll call*).

School Committee Members Absent: Quoc Tran.

DOCUMENTS PRESENTED

Agenda

Minutes: November 17, 2021 School Committee Meeting

Grants for Approval Totaling \$2,340,047

Office of Human Capital Hiring Update

Equity Impact Statement - Hiring Update

Boston Day and Evening Academy (BDEA) Charter Amendments

BDEA Memorandum of Understanding Type A

BDEA Memorandum of Understanding Type B

BDEA Accountability Plan

Equity Impact Statement - BDEA Charter Amendments

CALL TO ORDER

Chairperson Jeri Robinson called the meeting to order and led the pledge of allegiance. Ms. Sullivan called the roll. Mr. Tran was absent. Mr. O'Neill and Ms. Mercer joined the meeting shortly after roll call. All other members were present.

Ms. Robinson said that tonight's meeting was being streamed live on Zoom. It will be rebroadcast on Boston City TV. It will also be posted at bostonpublicschools.org/schoolcommittee and on YouTube. She announced that simultaneous interpretation services were available in Spanish, Haitian Creole, Cabo Verdean, Vietnamese, Cantonese, and Mandarin. She apologized that the Committee was unable to secure American Sign Language (ASL) interpreters and said that the closed captioning feature was enabled. The interpreters introduced themselves and gave instructions in their native language on how to access simultaneous interpretation by changing the Zoom channel. Translated meeting documents were posted at www.bostonpublicschools.org/schoolcommittee prior to the start of the meeting.

Ms. Robinson welcomed back Lorena Lopera and Rafaela Polanco Garcia, both of whom were reappointed to the Committee by Mayor Michelle Wu the day before.

APPROVAL OF MEETING MINUTES

Approved – On roll call, the Committee approved the minutes of the November 17, 2021 meeting. Ms. Lopera abstained. All other members voted yes.

SUPERINTENDENT'S REPORT

As prepared for delivery.

Thank you, Madame Chair, and thank you all for joining us tonight. I hope those who celebrate Thanksgiving enjoyed their time with family and friends. I want to acknowledge National Native American Heritage Day which was this past Friday, November 26 and take a moment to reflect on and celebrate the contributions of Indigenous people in our country. Being from Minnesota, a state with 11 sovereign tribal nations, I am honored to have worked alongside so many tribal leaders within the Indigenous community and learned about their rich heritages, cultures and languages.

I will begin my report with some district highlights and then share a few updates. Congratulations to Ms. Lopera and Ms. Polanco Garcia for their reappointment to this Committee. I deeply appreciate your commitment to our students, families, and staff and am eager to work alongside each of you as we continue to work through important, complex issues, while removing barriers to opportunity and getting at the heart of what is best for all BPS students. I have enjoyed getting to know each of you better and I know that you will bring your

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experience and your passion to these roles, and continue to ask the hard but necessary questions as we hold ourselves accountable for better outcomes. Welcome back, Ms. Lopera and Ms. Polanco Garcia!

I know I mentioned this recently but wanted to take a moment to officially welcome Aketa Narang Kapur as the new Assistant Superintendent for the Office of English Learners. She has officially started in her role and is meeting with the team and school administrators to develop a quick turnaround plan to ensure we fulfill our promise to English learners and their families. As an English learner herself, Aketa brings a depth of knowledge and experience to the role and a specific lens to the reform work we know we need to complete. With Deputy Superintendent, Drew Echelson and his Deputy Chief Academic Officer, Farah Assiraj, Aketa is working with me on a renewed vision for the office, one that is affirming of all cultural backgrounds and demonstrates respect for home languages, while also ensuring students are able to access instruction and support to develop their native language literacy as well as learning English. Please enjoy this short video introducing Aketa as the new lead of the OEL Office. Welcome again into your new role Aketa. I look forward to all that you will accomplish through your work for our students and families.

I was so excited to learn yesterday that the English High School Football Coach Ryan Conway has been named the High School Coach of the Week by the New England Patriots! Coach Ryan and the English High Eagles defeated Boston Latin School Wolfpack 66-42 at their annual Thanksgiving Day game last week. The English and Boston Latin School hold the record for the oldest, continuous public high school football rivalry in the United States dating back to 1887. The Patriots presented a \$1,000 check to English High yesterday morning to celebrate Coach Conway. The check presentation will be featured on the Patriots weekly television show, "*Patriots All Access*," which airs on Friday night at 7 p.m. on WBZ-TV. Congratulations to Coach Conway and the entire English High community for this great accomplishment, and thank you to the Patriots for this honor. It is especially great as the English High School also celebrated its 200th anniversary this year. And sorry to our Boston Latin School alums on the Committee and in the audience but I know you will join me in congratulating the students and coaches on both sides for a great game!

We remain focused on addressing the staffing shortage in schools across the district. We held a recruitment fair at the Bolling building with more than 40 attendees who came out on Saturday, November 20th to learn more about open positions at BPS. The fair was part of our partnership with Boston's interfaith community who have been promoting our vacancies within their communities. We are planning additional events over the coming weeks to serve as one-stop recruitment opportunities where those interested in working for BPS can learn more about open positions, the application process, and share contact information for follow up. These recruitment fairs are a part of our larger strategy to streamline the application process and remove barriers for interested members of the community to join Team BPS. Filling these positions remains a top priority, and I have asked my team to continue to identify opportunities to continue to fill back all of our staffing shortfalls. We have created a new website, bostonpublicschools.org/jobs that will direct interested visitors to our page of open positions. We will continue to update this site as we make improvements to our hiring system as well. Additionally, we are hosting another recruitment fair next Tuesday, December 7 from 5-7 at the Bolling Building in Roxbury. Please,

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spread the word that BPS is hiring! We look forward to meeting all of our potential candidates at the recruitment fair next week.

I will now provide a quick update on our Acceleration Academies. This program is an effort spearheaded by the Office of Academics to offer academic support and fun enrichment while addressing the unfinished lessons and learning students have not yet completed from the previous school term during the February and April vacation. The academies will have an explicit focus on multilingual learners with and without disabilities and students with disabilities. Students will receive access to high quality core instruction, one-on-one tutoring support, experience dedicated time for reading and mathematics, and learn and practice organization and presentation skills while engaging in grade level, complex text. The Academics team recently sent acceptance letters to schools that will hold Acceleration Academies during the upcoming February and April breaks. 62 schools will participate. Students will address an overarching “Essential Question” during each academy session, to expand their critical thinking skills and to encourage their leadership capacity. We will soon announce information sessions about these acceleration academies.

We are in the process of finalizing the review of school and department applications for ESSER III funding so that we can submit our funding application to DESE for final investments, which we are planning to complete by the end of this calendar year. As a reminder, we have already provided funding to schools through ESSER I and ESSER II. ESSER I funds included more than \$32 million to support returning to school, focusing on health and safety measures including purchasing air purifiers, expanding access to food for students in remote learning, implementing Expanded Summer Learning and Special Education Assessments & Compensatory Services. ESSER II included \$62 million directly to schools plus another \$62 million in funding for programming to support Students with Disabilities and English learners, Strengthening the instructional core, expanding Community engagement, and investing in Accountability, Implementation, and Risk Management. The ESSER Commission is slated to reconvene early in 2022 to discuss the ESSER III application, which will be shared with the Commission members ahead of this meeting for their review and consideration. I will keep you abreast of the official meeting date at the next meeting.

It is still School Choice Season for the 2022-2023 school year! We encourage all families that are in the final grade of their current schools or who plan to register for BPS, to research their school options in preparation for registration, which opens on January 5 for grades K0, K1, 6, 7 and 9. Registration for students in K2 and all other grades begin on February 7. At this time, all BPS schools are holding School Preview Times, or virtual information sessions for prospective families to learn more about each school, meet the school leaders, and ask any questions they may have. For a list of school preview dates, times, as well as info sessions at each school you can visit bostonpublicschools.org/schoolpreview. There, you will also find an interest form in 10 languages to fill out. We also encourage you to visit Discover BPS, our school search engine at discover.bostonpublicschools.org. Families will get a better understanding of which schools their child is eligible to attend. It is also a great resource for additional information about all BPS schools. For additional information and further updates throughout the school choice season, visit bostonpublicschools.org/registration. Speaking of school registration, I want to provide you with an important update regarding the 6th grade expansion for the Mendell, Blackstone and

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Sumner schools. I know this topic has been discussed a lot over the past weeks and I want to appreciate the passionate public testimony we have received on this issue.

This morning, I shared with families and staff that we are committed to adding a 6th grade for each of these schools beginning next year. While we are affirming that we will add a 6th grade for each school next year, there are still school community conversations and additional work to be done in collaboration with our external partners and other school communities to determine the exact plan for each individual school. During our next School Committee meeting on December 15, I will present more details and proposed solutions. Please note, we will host meetings over the next two weeks with the Mendell, Sumner and Blackstone school communities to discuss the option or options we are reviewing. While I am very happy to make this commitment tonight, it is important for us to reflect on how we arrived at these decisions, and to continue to imagine ways in which to cultivate trust with our families. I recognize that this has been a distressing time, and has added more uncertainty after two tumultuous years of the pandemic - and to remind everyone that it has long been a plan to add 6th grades to these schools. That was never in question. It was more a question of timing. I want to thank the school leaders of each of these schools - Principals Julia Bott, Shammah Daniels and Meghan Welch - and the families who worked tirelessly alongside us to find creative solutions.

I'd be remiss not to acknowledge some of the challenges we have incurred as we move towards implementing grade 6 within these school communities. In our initial assessment, we realized that there are significant space challenges which have not made this process as seamless as we'd hoped. It was determined that the traditional ways to add space to a school were not possible. In response, we've taken time to ideate over the past several weeks, while reaching out to numerous leads on potential space and involved families and staff in multiple walkthroughs of potential options. As I said back in October, I welcome creative solutions if they exist; and they do. I am very happy to report that 6th grade will be coming next year to the Mendell, Blackstone and Sumner schools. I look forward to continued engagement with families and staff over the next two weeks, as we finalize the options.

BPS continues to evolve our guidance schools to align with health safety, testing and vaccination guidance and updates from the CDC, DESE and DPH on all health and safety protocols in schools. More importantly, we have a very close and regular relationship and collaboration with the Boston Public Health Commission and have relied on their guidance before and since the beginning of the school year. We have, over the last weeks, been meeting on a daily basis to discuss specific school positive case data and discuss mitigation strategy and next steps. We have learned a lot since our initial implementation of DESE-provided testing resources, protocols and guidelines at all of our schools, both large and small. Our deep planning over the summer with the Boston Public Health Commission provided a solid foundation for our students' safe in-person learning. We have also experienced significant challenges with our partners on pool testing where the needs we have are not being met based on the expectations provided to us over the summer.

To effectively address these issues, we are rolling out in the next two weeks an updated framework including immediate additional investments from BPS to scale up solutions in testing, information sharing with staff and families, and the formation of a Covid-19 dedicated response team at the district level. We are excited to begin expanding our districtwide Covid capacity

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work with Dr. Sarimer Margarita Sanchez, Director of the Infectious Disease Bureau at the Boston Public Health Commission, and Omar Boukili, Senior Advisor of Covid-19 and Strategic Initiatives for the City of Boston. We are continuing to work with our partners at the Boston Public Health Commission to ensure that our students and families are safe, informed and have easy access to COVID-19 vaccines. BPS continues to host vaccine clinics for students, families and staff aged 5+ throughout our schools and the City of Boston. Additional information around dates and locations can be found on our website at BostonPublicSchools.org/Vaccines or on the district calendar at Bostonpublicschools.org/calendar. We all know that getting vaccinated is an important part in continuing to keep ourselves, our families and the entire BPS and Boston community healthy and safe. If you haven't yet received your vaccine, we have a clinic scheduled for tomorrow, December 2 at the New Mission High School for students and families aged 5+. Again, all of this information and more upcoming clinics can be found on our website at BostonPublicSchools.org/Vaccines. As a reminder, please be sure you are completing your home health checklist and that you do not send children to school who are sick. I can't stress enough how important it is that we all do our part and stay home if we are not feeling well and go get tested. Lastly, we are also planning a BPS family fun day in the new year that will also include vaccine distribution for those who are interested in receiving one.

As you know, I announced that a Transportation Working group would be created to tackle the many challenges with our transportation services. I have delayed this working group this fall because of the Mayoral transition and the impending contract extension negotiations with the bus drivers just as the Mayor was taking office. I look forward to starting this work in the new year and reviewing the recommendations of our consultant that identified several difficult barriers such as start times, tiered busing, charter and private school service, assignment system, traffic systems and routing, and the driver and bus monitor contracts. All of these play into our on time performance and none of them have easy answers. But I am committed to taking these conversations on with our community transparently so that we can get to the root of the problem once and for all. I also want to let you know that we continue to experience driver shortages which in turn continues to affect our service. It is very frustrating and as soon as we hire drivers, we lose others. We know that this is a huge burden on families and we are working continuously with our contractor to fill these positions.

At the last School Committee meeting, I updated the community on our October report to the Department of Justice, which focuses on the services and opportunities provided to our multilingual learners. The sobering report suggested that far too many of our multilingual learners were not receiving the appropriate services they were required and entitled to receive. I also communicated our commitment to doing far better and that, without making any excuses for our failure, that we had far more entry to do from our September data run. The Office of English Learners and our school leaders have worked tirelessly on this data over October and November and have made excellent progress on their reporting. We look forward to submitting our December report to the Department of Justice on Friday and I am confident that this updated report will demonstrate that our multilingual learners are in fact receiving the services to which they are entitled and this report will reflect the hard work and dedication of our educators, school leaders and families.

I wanted to share a brief data overview of the progress we are seeing so far, including:

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- 87% of our EL students are receiving the appropriate number of minutes compared to 61% in October
- 85% of our EL students are receiving the appropriate type of instruction compared to 68% in October
- 90% of our EL students have the appropriately credentialed educator compared to 68% in October
- 81% of our EL students are classrooms with the appropriate grouping compared to 41% in October

This data run is from about a week ago and as we finalize our report for Friday we expect these percentages will continue to improve. Even though we have made tremendous progress we will not be satisfied until we are sure every single student is being served with the appropriate services. I look forward to updating the community formally on December 15 after we have submitted this report to the Department of Justice and EL Task Force.

Lastly, before I end my Superintendent's report for the evening, I want to wish those who celebrate, a very happy Hanukkah which began this past Sunday, November 29, and ends on December 6 this year! I, on behalf of all of BPS, wish you all a joyous 8 day festival and a lifetime of lights. I hope you spend this time with family, friends and loved ones. Chag sameach and Happy holidays!

And that is my Superintendent's Report for this evening.

Dr. Coleman asked the Superintendent how the Transportation Task Force will address the school assignment policy. The Superintendent spoke about the complex relationship between transportation and school assignment and how transportation ties with a number of other challenging issues. The Superintendent said that the Task Force will publicly and transparently examine all of these intersecting issues.

Dr. Coleman asked if the data suggests that the current assignment system is not achieving its intended goal of increasing equity and providing families with the opportunity to attend a high quality school closer to home. The Superintendent said that she has heard from many families that the current student assignment system is not working for them. She said that BPS needs a quality guarantee for every school, high quality schools in every neighborhood, and more options for students with disabilities and English learners.

Ms. Polanco Garcia said that she is grateful for her reappointment to the Committee. She thanked the Superintendent for guaranteeing a 6th grade at the Blackstone, Mendell and Sumner schools starting next year.

Mr. DeAraujo requested that the Committee regularly receive the district's periodic reports to the Department of Justice regarding English learners. He asked how the district collaborates with the MBTA in terms of transportation planning. The Superintendent spoke about the hiring challenges that both the MBTA and BPS are experiencing. He asked about the possibility of providing BPS employees with opportunities to work remotely. The Superintendent said that she is exploring flexible work options for BPS employees. She also wants to explore wages and

residency requirements for hourly employees, as well as strategies to get new employees on-boarded more quickly.

Ms. Lopera asked how schools were selected to host Acceleration Academies and what staffing and transportation will look like. Deputy Superintendent of Academics Drew Echelson said all of the 62 schools that applied were approved. Acceleration Academies will be offered to students in grades 3-10. BPS is considering requests to serve other grades. Schools are expected to provide a full academic day which includes lunch and transportation.

Mr. O'Neill thanked the Superintendent for listening to the community and adding 6th grades to Blackstone, Mendell and Sumner schools. He welcomed back newly appointed members Ms. Lopera and Ms. Polanco Garcia.

Ms. Lopera requested that the Committee receive an update on Elementary and Secondary School Emergency Relief (ESSER) investments. The Superintendent said that ESSER III funding will be disbursed to schools in the next few weeks and agreed to provide an update to the Committee in the near future.

Ms. Robinson asked how schools that are not offering Acceleration Academies will provide support for their students. Dr. Echelson said that his team is working with those schools to find creative solutions and will explore the possibility of offering opportunities to students who attend schools that are not participating. Ms. Robinson asked if schools are sharing best practices related to Covid testing and protocols. The Superintendent explained that BPS has several vehicles for sharing that information. Ms. Robinson requested an update on the Henderson K-12 Inclusion School. The Superintendent said that Henderson principal Patricia Lampron continues to recover at home and thanked Secondary School Superintendent Gene Roundtree for supporting the school on a temporary basis. The Superintendent said that Henderson staff is meeting with students and families to strengthen the school community. She added that she is looking at behavior incidents across the district and providing equitable support. Ms. Mercer, a senior at the Henderson School, praised the teachers and administrators for supporting students. Interim Chief of Student Support Neva Coakley Grice spoke briefly about the district's effort to build a safer and stronger Henderson School community.

Approved – On roll call, the Committee unanimously approved the Superintendent's Report.

GENERAL PUBLIC COMMENT

- O'Ryan Gomez, South Boston resident, BPS student and Sociedad Latina member, testified regarding teacher diversity.
- Maria Mejia, Roxbury resident, Blackstone Elementary School parent, expressed support and appreciation for the planned addition of a 6th grade to the school starting in SY22-23.
- Danilza Martinez, Roxbury resident, Blackstone Elementary School parent, expressed support and appreciation for the planned addition of a 6th grade to the school starting in SY22-23.

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- Dorys Gonzalez, Dorchester resident, Blackstone Elementary School parent, expressed support and appreciation for the planned addition of a 6th grade to the school starting in SY22-23.
- Sugey Scannell, Roslindale resident, Hurley K-8 School parent, expressed support and appreciation for the planned addition of a 6th grade to the Blackstone, Mendell and Sumner schools starting in SY22-23.
- Michael Heichman, Dorchester resident, Boston Education Justice Alliance (BEJA) member, testified regarding the Boston Student Advisory Council, exam schools admissions, and Covid health and safety.
- Roxi Harvey, Dorchester resident, Boston Special Education Parents Advisory Council (SpEdPAC) Chair, testified regarding inclusion and community engagement.
- Edith Bazile, Dorchester resident, advocate, testified regarding special education.
- Travis Marshall, Roslindale resident, Bates Elementary School parent, and Quality Education for Every Student (QUEST) member, testified regarding BuildBPS.
- Ruby Reyes, Dorchester resident, BEJA executive director, testified regarding BuildBPS.
- Robert Jenkins, Mattapan resident, community advocate, BPS alumnus, testified regarding athletics and school safety.
- Alan Tian, West Roxbury resident, parent, testified regarding the exam schools admissions policy data simulations.
- Sapna Padte, West Roxbury resident, Lyndon K-8 School parent, testified regarding the exam schools admissions policy data simulations.
- Nancy Lessin, Jamaica Plain resident, MassCOSH Health-Technical Committee; Families for COVID Safety member, testified regarding Covid safety.
- Nancy Minucci, South Boston resident, parent, testified regarding the exam schools admissions policy.
- Allison Cox, Jamaica Plain resident, Mission Hill K-8 School parent, testified regarding the impact of recent changes at the school.
- Betsy Yoshimura, East Boston resident, Umana Academy parent, testified regarding Covid health and safety protocols.
- Rachel Young, Roslindale resident, Sumner Elementary School parent, expressed support and appreciation for the planned addition of a 6th grade to the school starting in SY22-23.
- Katharine Cooney, Jamaica Plain resident, Mendell Elementary School parent, expressed support and appreciation for the planned addition of a 6th grade to the school starting in SY22-23.
- Jackie Rodriguez, Braintree resident, BPS school psychologist, testified regarding transportation delays at the Irving Middle School.
- Monica Borgida, Charlestown resident, Eliot K-8 Innovation School parent, testified regarding the exam schools admissions policy.
- Fabienne Eliacin, Hyde Park resident, Eliot K-8 Innovation School parent, testified regarding the prospectus for Charlestown Innovation and Inclusion High School.
- Rosann Tung, Jamaica Plain resident, parent and advocate, testified regarding the exam schools admissions policy.
- Bonnie Duncan, Jamaica Plain resident, Mission Hill K-8 School parent, testified regarding the district's recent actions at the school.

ACTION ITEM

Dr. Coleman thanked Chief of Finance Nate Kuder for agreeing to explore how grants for approval are presented to the Committee in a manner that demonstrates their alignment with the Strategic Plan and how they expand equity.

Ms. Robinson praised the American Rescue Plan grant supporting homeless children and youth. She requested that Brian Marques, senior director of Opportunity Youth, present a report to the Committee in the near future on the district's work to support students experiencing homelessness.

Approved - On roll call, the Boston School Committee unanimously approved grants for approval totaling \$2,340,047.

REPORTS

Office of Human Capital Hiring Update - Chief Human Capital Officer Al Taylor, Interim Director of Human Resources Jon Barrows, and Managing Director, Office of Recruitment, Cultivation and Diversity Programs, Ceronne Daly presented the Superintendent's annual hiring and workforce diversity update to the Committee.

BPS continued to increase the diversity of hires over prior years, leading to an increase in workforce diversity. The district's framework of clear expectations, targeted support, progress monitoring and accountability is paying off. BPS is doubling the size of its pipeline programs and increasing the number of licensed paraprofessionals and bilingual teachers. The district is expanding summer and after school programs for the Teacher Cadet initiative and is adding a bilingual education endorsement program. BPS will continue to work on diversifying the entire workforce to better reflect the ethnic and linguistic diversity of its students. The team's intentional focus on retention has been the key to retaining more educators of color.

Key accomplishments related to racial and linguistic equity highlighted in the presentation include:

- An increase in the percentage of educators who identify as of Color of 1% in the last year, with roughly half of this increase comprised of Black educators.
- The highest proportion of educators of Color hired in the last 8 years: 59% of overall hires identify as a person of Color, and 56% of external hires identify as a person of color.
- For the first time in the documented history of this data collection, the percentage of external hires who identified as Black was higher than 25% (Garrity threshold), and in fact was 27% this year.
- The district continued to show growth in the percentage of hires who self-identify as speaking one of BPS' official languages, with 49% of hires fluent in one or more of those languages (other than English).

Schools Set Ambitious Diversity Hiring Goals:

- Two-thirds of BPS schools set a goal of hiring 66% teachers of color or higher

Impressive Outcomes:

- 56 Schools hired more than 66% teachers of color
- Another 30 schools hired more than 50% teachers of color
- 96 schools hired a higher percentage of teachers of color than the last year's district average

Accountability for the BPS Workforce diversity strategy is shared across three divisions:

- The Division of Schools, led by Chief Corey Harris, has required all school leaders to set annual diversity hiring goals beginning in SY 20-21. School superintendents hold school leaders accountable to meet those goals, and Chief Harris holds the school superintendents accountable through the evaluation process.
- The Office of Human Capital, led by Chief Al Taylor, will continue to present annual hiring and workforce diversity data to the School Committee and the public. The Chief Human Capital Officer holds overall responsibility for these efforts and that communication in close collaboration with the Division of Schools and Division of Equity, Strategy, and Opportunity Gaps.
- The Division of Equity, Strategy and Opportunity Gaps (ESOG), led by Chief Equity and Strategy Officer Dr. Charles Grandson, provides coordination and facilitation of the cross-functional hiring and retention work across the three divisions, and monitoring for rigorous implementation centered in equity. The Office of RCD in ESOG implements diversity recruitment, cultivation, and retention strategies to meet district goals in partnership with school leaders, other hiring managers, school superintendents, and the Office of Human Capital.

Moving Forward

- There is a nation-wide labor shortage, which has been compounded by the influx of ESSER funds, which have enabled districts to create new positions.
- In November 2021, the Office of RCD and BPS Office of Engagement, in coordination with the Office of Human Capital and the communications team, launched the BPS Community Recruitment and Hiring Campaign - Faith-based community organizations.
- In November 2021, the BPS, Office of RCD has been granted a Parapro testing site and will be launching a prep course to support aspiring Paraprofessionals - using the MTEL Prep Support model.

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Dr. Coleman praised the coherence of the report and suggested presenting the work to the Council of Great City Schools in an effort to share best practices on this national challenge. He requested data on the percentage of teacher evaluations that are completed in January, as well as the diversity of school leaders, assistant superintendents, school psychologists, counselors and nurses. Mr. Barrows agreed to follow up with the information.

Ms. Mercer praised the teacher cadet program, noting that she is a proud member. Ms. Lopera echoed support for the teacher cadet program.

Mr. O'Neill said requested data on evaluations and licensing for all BPS employees. Mr. Taylor explained how the district is supporting teachers who are working with emergency licenses. He agreed to follow up with the additional data. Ms. Daly spoke about the district's partnership work to support teacher retention.

Ms. Robinson requested data on the linguistic fluency of teachers. Mr. Barrows said that nearly 50% of teachers are linguistically diverse. Ms. Robinson requested an update on hiring shortages which are impacting districts across the nation. Mr. Taylor spoke about the district's hiring strategies and efforts to speed up the onboarding process.

Boston Day and Evening Academy Charter Amendments - Boston Day and Evening Academy (BDEA) Head of School Alison Hramiec and BDEA Program Leader Adrienne Level presented charter amendment requests to the Committee for consideration and approval at the next Committee meeting. BDEA is a student-centered, competency-based, alternative high school that currently serves about 440 students.

The goal of BDEA's charter amendments (Department of Elementary and Secondary Education Accountability Plan SY 18-23 and Memorandum of Understanding Parts A and B) is to continue to provide a trusted school environment where young adults can build a vision for their future through supportive relationships and meaningful competency-based learning experiences within its larger strategic priority of becoming an anti-racist institution.

MOU A:

- Updated language to be aligned with other Horace Mann MOU's
- No operational changes

MOU B: (same as above)

- Unique to Horace Manns
- Previous MOU remains in effect until new one is approved

Accountability Plan:

- Required, reviewed, edited by DESE
- Outlines non-MCAS ways to measure fulfillment of mission and charter (school design)
- DESE preliminary approval 6/12/19
- BDEA board approval 10/24/19

Goals Moving Forward:

- Become an anti-racist institution (curriculum/decision-making)

- Enhanced data tracking for data driven best practices
- Strengthen student programming (work based learning and pathways model)
- Expansion of support services (day care and health center)
- New school building

Mr. O'Neill asked about the school's ideal enrollment size. Ms. Hramiec spoke about the importance of maintaining small class sizes with a focus on providing safe learning communities and restorative justice practices. Mr. O'Neill asked about BDEA's approach to reach MassCore requirements. Ms. Hramiec spoke about facilities challenges which make it difficult to provide art and physical education. Ms. Level added that language arts is another challenge to implementing MassCore.

Ms. Robinson asked what percentage of BDEA students are parents. Ms. Hramiec estimated about 30 students are parents. Ms. Hramiec spoke about the school's efforts to connect students with childcare opportunities.

The Committee is scheduled to vote on the BDEA charter amendment requests on December 15th.

DISCUSSION

Exam School Admissions Policy: 10 points for schools with 40% or more poverty - The Superintendent grounded the discussion by first reviewing slides on historical data on exam schools invitations and simulated invitations based on the new exam schools admissions policy. The BPS school simulated invitation data shows that invitations are distributed more equitably across BPS schools and more proportional to student enrollment per school. Even with simulated changes in admissions patterns, every school still has an opportunity for invitations. The data is suppressed for schools with less than 5 applicants or invitations. If a school does not have invitations, it's because they did not have any students who applied or those who did apply did not have the grades or test scores to qualify. The simulations showed that there are currently five BPS schools with less than 40% poverty, but these schools are simulated to receive invitations to the exam schools.

The Superintendent announced that beginning with the 2022-2023 school year, BPS will create waitlists for each of the three exam schools. Separate waitlists will be created in grades 7 and 9 at Boston Latin Academy, Boston Latin School, and the O'Bryant School of Math and Science. Each waitlist will be capped at 100 students. Waitlists will remain in effect until November 30. Waitlists will not roll over from year to year. Families must have ranked the exam school in order to be placed on the waitlist. Students who receive an invitation to their top-ranked (first choice) exam school will not be placed on a waitlist. Ordering of the waitlist will function as a continuation of the exam school invitation policy. Students will be ordered by their composite score and random number within their SES Tier. During the invitation process, students are invited to exam schools over the course of 10 rounds with the same number of seats given out to students from each SES tier in each round. Once all the invitations have been given out for a given school and grade, the district will continue to follow the same process for adding students to the waitlist.

Dr. Coleman asked the Superintendent to define what it means to say that every BPS school has an opportunity for invitations. The Superintendent explained it by saying that students in each SES tier “get a bite at the apple.” Dr. Coleman asked how the district will respond if there is a BPS school with qualified students that don’t receive an invitation. The Superintendent said that she is putting in place a waitlist for the exam schools and will bring a full implementation analysis to the Committee in June of 2022.

Mr. DeAraujo said that trust is critical for families. He said that he remains unconvinced that the utilization of 10 additional points is necessary to accomplish the district’s broader goal of equity. He expressed concern for current 6th graders who will be impacted by the 10 points and encouraged the Committee to monitor the implementation data in the winter and make adjustments to the policy if necessary.

Ms. Lopera said that historically, some groups of students have not had the same level of access to the exam schools as others. She said that the intent of the new policy is to be fairer about how access is distributed and more equitable opportunities to those for whom access has been limited.

At Mr. O’Neill’s request, Senior Director of Data and Accountability Monica Hogan clarified data simulations on schools with less than 40 percent poverty. She hypothesized that the Eliot School draws from more census tracts than West Roxbury schools. Mr. O’Neill said that he is comfortable with how the simulations have been framed and with the current policy, adding that the Committee may make adjustments in the future if needed.

The Superintendent praised the Committee’s courage. Ms. Robinson echoed Ms. Lopera’s comments, adding that BPS must work toward making every school a high quality school.

PUBLIC COMMENT ON REPORTS

John Mudd, advocate, testified regarding the annual hiring and workforce diversity update. He praised the data trends while conveying a sense of urgency to close racial and linguistic gaps.

NEW BUSINESS

Dr. Coleman encouraged the district to better communicate and promote the high quality, non-exam high schools in the district. He also asked the Superintendent to invite the authors of the prospectus for Charlestown Innovation and Inclusion High School to meet with Charlestown High School’s school improvement team.

ADJOURN

At approximately 9:30 p.m., the Committee voted unanimously, by roll call, to adjourn the meeting.

Boston School Committee Remote Meeting

Zoom

December 1, 2021

Attest:

Elizabeth Sullivan

Elizabeth Sullivan
Executive Secretary