Back-to-School Update
School Year 2022-2023 Reopening Plan

August 31, 2022

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Ready on Day One

- **Complete staff hires** to ensure every student has a qualified educator in their classroom
- **Transportation systems** ready to get our students to school in a safe and timely manner
- **Healthy, nutritious meals** available to all students
- **School facilities** are safe, clean and prepared including our COVID-19 protocols
- Students are **registered for class** and we are **engaging our families**
- Schools have the **curriculum** and plans ready to help our students learn and grow
### School-Based Positions

The table below illustrates the progress we have made hiring for key positions including teachers, food service workers, and paraprofessionals.

<table>
<thead>
<tr>
<th>Position</th>
<th>Number of vacancies</th>
<th>Number in process for hire</th>
<th>Number of positions filled (SY22-23)</th>
<th>Total Number of Budgeted Positions (% Vacant)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teachers</td>
<td>211</td>
<td>93</td>
<td>1,177</td>
<td>4,783 (4%)</td>
</tr>
<tr>
<td>Paraprofessionals</td>
<td>101</td>
<td>29</td>
<td>223</td>
<td>1,410 (7%)</td>
</tr>
<tr>
<td>Food Services</td>
<td>58</td>
<td>23</td>
<td>37</td>
<td>619 (10%)</td>
</tr>
<tr>
<td>School Leaders</td>
<td>0</td>
<td>1</td>
<td>21</td>
<td>114 (0%)</td>
</tr>
<tr>
<td>Nurses</td>
<td>2</td>
<td>3</td>
<td>28</td>
<td>170 (1%)</td>
</tr>
<tr>
<td>Safety Specialists</td>
<td>28</td>
<td>8</td>
<td>4</td>
<td>69 (41%)</td>
</tr>
</tbody>
</table>

*Data as of August 31, 2022*
The table below illustrates the progress we have made hiring for bus-based positions.

<table>
<thead>
<tr>
<th>Position</th>
<th>Hiring Goal</th>
<th>Hired with CDL</th>
<th>Hired &amp; in CDL Training</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bus drivers</td>
<td>90</td>
<td>29</td>
<td>55</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Group</th>
<th>Hiring Goal</th>
<th>Hires Completed</th>
<th>Hires in Progress</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bus Monitors</td>
<td>150</td>
<td>21</td>
<td>26</td>
</tr>
</tbody>
</table>
Transportation: Three-prong Strategy

- **Leverage Collective Bargaining Agreement with Drivers Union**
  - New contract provides new opportunities

- **Partnership with the City to Advocate for Students and Families with the MBTA**
  - Collaborating to minimize disruption

- **Improve Operational Efficiencies**
  - Getting our students to school safely and on time
Transportation: Leverage a Collective Bargaining Agreement

New Bus Drivers Contract
● Operational changes
  ○ Requires drivers to complete dry runs (e.g. “practice” runs) of the routes they selected in the fall drivers bid
  ○ Increases penalties for late arrival to work
  ○ Eliminates retroactive use of PTO to cover no call no show absences
  ○ Reduces barriers to CDL training program implementation by amending probationary period
  ○ Limits emergency leave to 15 days
  ○ Clarifies limit of seniority accumulation while on leave

● Contracting with Additional Vendors
  ○ Drive 7D transport vans on certain out-of-district routes
  ○ Will free up a significant number of drivers for yellow school bus routes
Transportation: State Orange Line Shutdown

- **MBTA Ambassadors**
  - BPS staff assigned to dedicated MBTA stations to work in collaboration with MBTA ambassadors
  - MBTA signage in multiple different languages at T stations
  - Families and staff are encouraged to plan their trip route prior to school start up
  - To plan your trip visit the MBTA website: mbta.com

- **Dedicated BPS Shuttles**
  - BPS DOT has redesignated shuttle bus routes to some of our schools to help mitigate the impact the shutdown has on students
  - The City is talking with the MBTA about assigning dedicated shuttle buses to BPS students

- **MBTA passes**
  - Distributing 5,000 MBTA 7-day link passes to families which can be used to practice new routes
  - M7 passes will be provided on the first day to students in grades 7-12
  - Students who do not use the Orange Line should take their normal route to school
**Transportation: State Orange Line Shutdown**

- **Family Communication**
  - Sharing information and updates with families from BPS, the City of Boston, and MBTA
  - Students will not be penalized for being late due to the Orange Line closure
  - BPS Helpline and BPS Transportation Hotline open and staffed

- **Employees**
  - Working with the City to lift parking enforcement around some of our schools
  - Working with communities of faith to use their parking lots near schools
Transportation: Operational Efficiencies

- **Routing and Bus Assignments**
  - Completed routing of more than 20,500 students routed on 590 yellow buses
  - BPS will use 45 vans to transport students out of Boston

- **Customer Service Staffing**
  - More than 25 customer service staff, including multilingual staff, ready for the start of school
  - Families can contact the Customer Service team at 617-635-9520 or through our [Support Portal](#)

- **Bus Yard Preparations**
  - BPS DOT is working closely with Transdev to prepare buses, yard operations staff and bus yards
  - Drivers will complete dry runs, as required in the new drivers’ contract, before the start of school
BPS is committed to supporting students’ growth and academic success by providing nourishing meals and a positive dining experience. Students in schools experiencing hiring challenges this year will receive healthy vended meals through a new contract with City Fresh Foods.

**New Vendor: City Fresh Foods**
- $17 million contract with Roxbury-based, Black-owned business
- Freshly-made, daily, locally sourced ingredients
- Meals produced in Roxbury

**On-Site and Vended Meals**
- Every school will serve locally-made fresh meals
- 51 schools will be serving daily fresh-packaged meals and 72 schools will be cooking meals on site
- 38 out of the 51 schools are tentatively scheduled to start up over the first several months of the school year as staff is onboarded
Facilities

- **Deep Cleaning**
  - Cleaning, disinfection of all high touch areas
  - Bathroom cleaning and restocking of supplies
  - Floor and carpet cleaning
  - Refilling all hand sanitizer stations
  - Cleaning bottled water coolers

- **School Improvements**
  - Stripping and refinishing floors & light bulb replacement
  - Air Conditioning installation
  - Clean Water
  - Painting
  - Modular unit installation
  - Bathroom-related repairs
  - Interior and exterior work completed
Safety Services has begun to dismantle structural barriers and provide a greater access to opportunities for our students. The Safety Specialists continue to serve as a proactive link between students and other school support staff and exercise appropriate safety and security procedures. As a result of the impact on our students by the school to prison pipeline, we have instituted significant improvements.

- **Dismantled Structural Barriers**
  - Updated Safety Specialists’ titles and roles
  - Redesigned uniform to promote engagement
  - Rebranded vehicles to focus on safety rather than policing
  - Increased partnerships
  - Increase diversity and inclusion of staff

- **Instituted Systemic Changes**
  - Adhered to Reform Bill S.2963
  - Created Data Privacy Sharing
  - Created Report Writing Policy
  - Updated 2022 Code of Conduct
  - Incorporating Restorative Justice Practices
COVID-19 Planning and Preparation

- **Testing**
  - Distribute take home tests weekly
  - Symptomatic testing

- **Vaccine Clinics**
  - Clinics at schools and school events
  - Vaccine education

- **Masking**
  - Masks are optional, but recommended
  - Masks will be required in certain situations

- **Air Quality and Ventilation**
  - Air purifiers
  - Air quality sensors
COVID-19 Planning and Preparation

- **Positive Case Notifications to Families**
  - Positive In-School Symptomatic Communication
  - Cluster Communication

- **Isolation**
  - Masking
  - Isolation space
Student Assignment

- **School Registration**
  - From July 1 through August 24, a total of 1,759 students have registered
  - As of August 24, a total of 50,980 students were enrolled in BPS schools
  - The formal enrollment total will be available October 1

- **Waitlist Updates**
  - On August 12, all families on multiple waitlists were required to go down to one waitlist
  - On August 23, an automated call to families on waitlists for schools with open seats was sent
  - Additional calls are now being made and will continue until all waitlists for open seats are exhausted
Back-to-School Outreach and Engagement

Family and Community Outreach Efforts

- Promoting student registration
  - Community events, fliers
  - Radio advertising
- Automated and live calls to families inviting them to accept seats at waitlisted schools
- New BPS Helpline (617-635-8873) has logged nearly 2,200 calls, both inbound and outbound
- Early Childhood’s Countdown to Kindergarten is hosting 30 neighborhood events plus the citywide Celebration was August 30
- Community Engagement is facilitating Back-to-School virtual community meetings to help families meet the new Superintendent and learn more about how we are readying schools for all our students:
  - Thursday, September 1 at 6:00 pm
  - Saturday, September 10 at 10:00 am
School Regions and Support

- Overarching Goal: School Superintendents and School Leaders improve the implementation of their Equitable Literacy Instructional Focus
Equitable Literacy

- Each school in BPS is in the process of finalizing a Quality School Plan (QSP) with an explicit focus on equitable literacy
- The Office of Academics and Professional Learning is partnering with Boston University in the development of secondary level critical disciplinary literacy modules available across the district
- Equitable literacy coaches will be available to all schools to assist with expanding equitable literacy practices in every classroom
- Reading interventionists will support 12 high-need schools based on MAP data
- Partnership with City Year to have core members support equitable literacy work across eight school communities
Supports for Multilingual Learners and Students with Special Needs

- Temporary satellite Newcomer Assessment & Counseling Center site in East Boston
- Implementing BTU/BPS tentative contractual language to building an inclusive education for all students inclusion support:
  - Hired three inclusion coaches and an Executive Director of Inclusion
  - Finalizing application and selection process for Cohort of schools that will start developing school-based inclusion models
- Related Services Departments have capacity to meet all related services for our students
- Addition of two District Assistant Directors of Special Education to support school level compliance and provide instructional support to network schools
- Finalized Special Education Policy and Procedural Manual for start of the school year