

Superintendent SY20/21 Goals

Goals			
	Baseline Data	SY 20-21 Target	SY 20-21 Actual
Goal #1: Develop and implement a plan to significantly improve outcomes for students who are English Learners by increasing the district's capacity to meet the needs of English Learners.			
Interim Goal 1.1 ACCESS Growth: Increase progress towards achieving English language proficiency, as measured by the Mean Student Growth Percentile on the ACCESS for ELLs exam (SGPA).	47 (SY20)	50	TBD
Interim Goal 1.2 Making Progress: Increase progress towards achieving English language proficiency, as measured by the percentage of students making adequate yearly progress on the ACCESS for ELLs exam.	44% (SY20)	46% (+2%)	TBD
Interim Goal 1.3 EL SWD: Increase progress towards achieving language proficiency of students who are EL and have an IEP, as measured by the Mean Student Growth Percentile on the ACCESS for ELLs exam (SGPA) for these students.	39 (SY20)	50	TBD
Interim Goal 1.4 English Proficiency: Increase the proportion of EL students who have attained English proficiency, as measured by the percentage of students meeting the state's exit criteria.	16% (SY20)	17% (+1%)	TBD
Goal #1 Strategies			
Strategy 1.1 Dual Language: Increase seats in dual language programming.	2,005 (SY20)	2,105	2,157 (SY21)
Strategy 1.2 Linguistic Diversity: Increase linguistic diversity of staff, as measured by the percentage of BPS languages where the Teacher-Student Parity Index is 2:3 (0.67) or greater. The Teacher-Student Parity Index is the ratio of educators to students for each language, with a goal of 2:3 district-wide (i.e., for every 3% of students who speak this language, 2% school-based educators are fluent in that language as well).	7 / 9 languages	8 / 9 languages	7 / 9 languages
Strategy 1.3 Interpretation Services: Increase access to school district policy making and decision making for all community members, as measured by the percentage of School Committee meetings offering interpretation in at least three BPS official languages.	3 / 15 meetings 20% (Mar-Oct)	100% 11/2020 onward	TBD
Goal #2: Develop and implement a plan to significantly improve outcomes for students with disabilities by increasing the district's capacity to meet the needs of Special Education Students			
Interim Goal 2.1 Disproportionality: Decrease disproportionality of Black male students in emotional impairment substantially separate classrooms and Latinx students with a communication impairment, as measured by lowering the risk ratio.	Black students: 3.7 (SY20) Latinx students: 1.5 (SY20)	Black: 3.6 Latinx: 1.4	TBD
Interim Goal 2.2 Reading Progress: Increase the percentage of K2-2 students with disabilities who meet or exceed grade level expectations on the NWEA MAP Reading Fluency assessment at the end of the year.	36% (SY21 BOY)	38% (+2%)	TBD
Interim Goal 2.3 Student Growth: Increase student growth in ELA and math, as measured by the Mean Student Growth Percentile on MCAS for students with disabilities in grades 3-8. <i>(Note: MCAS not administered in grades 3-8 in 2020)</i>	ELA: 44.1 (SY19) Math: 44.0 (SY19)	50	TBD
Goal #2 Strategies			
Strategy 2.1 Substantially Separate: Decrease the percentage of students with disabilities served in substantially separate program	30.8% (SY20)	30.7% (-0.3)	30.9% (SY21)
Strategy 2.2 Inclusion: Increase the percentage of students with disabilities in grades K0-12 in full or partial inclusion setting.	61.9% (SY20)	62.4% (+0.5)	62.4% (SY21)
Strategy 2.3 Psychologist and COSE Training: Collaborate with Behavioral Health Services to train School Psychologists and Coordinators of Special Education on appropriate identification and referral process as measured by an assessment of understanding of concepts given after each training.	N/A	N/A (New Measure)	TBD

Goal #3 CENTRAL OFFICE: Reorganize the structure and function of the BPS Central Office to significantly improve its capacity to close opportunity and achievement gaps in all schools within district

Interim Goal 3.1 Educator Perception: Improve educator perception of central office service, effectiveness, and accountability for results as measured by average scores on select scales (group of related items) from the teacher climate survey.	Not administered SY19-20	N/A (New Measure)	TBD
Interim Goal 3.2 School Leader Perception: Improve school leader perception of central office service, effectiveness, and accountability for results as measured by average scores on select scales (group of related items) from a school leader climate survey.	Not administered SY19-20	N/A (New Measure)	TBD
Interim Goal 3.3 Central Office Perception: Improve organizational culture throughout central office as measured by average scores on items from the Gallup poll.	Not administered SY19-20	N/A (New Measure)	TBD

Goal #3 Strategies

Strategy 3.1 Organizational Chart: Develop an organizational chart that clearly articulates reporting lines and ensures effective leadership and management of all responsibility areas.	See attached chart from SY20	N/A	SY21 chart
Strategy 3.2 Central Office Diversity: Increase central office racial diversity to match the representation of the students we serve, as measured by increasing the central office staff-student parity index.	0.70	0.75 (+0.05)	TBD
Strategy 3.3 School Leader Voice: Increase opportunities for school leader voice and participation in system-level policy decision-making, as measured by school leader membership on formal district working groups and formation of a School Leader Cabinet that meets regularly to share district policymaking.	N/A	Twice Monthly	TBD

Goal #4 PANDEMIC RESPONSE: Attend to student health, social-emotional well-being, and academic progress during the COVID-19 pandemic by ensuring operational preparedness, academic quality, and safety of in-person and remote learning.

Interim Goal 4.1 Online Activity: Facilitate consistent access to remote learning, as measured by the average daily online activity rate which conveys the percentage of students on a typical school day who used their BPS email to log into online learning tools.	51% (Spring 2020 Closure*)	85%	TBD
Interim Goal 4.2 Student Attendance: Ensure strong average daily attendance, whether students are learning remotely or in-person.	83% (Spring 2020 Closure*)	92%	TBD
Interim Goal 4.3 Student Intervention Plans: Develop and monitor Student Success Plans for all students identified as needing targeted group intervention (Tier 2) or intensive individualized intervention (Tier 3), as measured by the percentage of students with a Student Success Plan.	31% (Spring 2020 Closure*)	33%	TBD

Goal #4 Strategies

Strategy 4.1 Technology: Ensure all students in grades 3-12 have access to 1:1 computers so that every student can access remote learning resources, as measured by the proportion of students with a BPS Chromebook or who have opted-out of receiving a BPS device.	67%	100%	TBD
Strategy 4.2 Equity Round Tables: Engage families and community to understand needs and engage in shared decision making through equity round tables.	19 (Mar-July 2020)	Twice Monthly	TBD
Strategy 4.3 Operational Response: Provide sufficient access to critical health and safety provisions (e.g., operable windows, air purifiers, hand sanitizer, and personal protective equipment (PPE)).	N/A	N/A (New Measure)	TBD

*Measures from the Spring 2020 school closure period reflect the policies and progress monitoring tools available at that time.

Summative Evaluation Considerations

The board needs to determine what the summative results of the above data means -- if it's weighted or not and what the threshold for Satisfactory will be. Examples follow:	Goal - 60% (2/3); Strategies - 40% (3/4) or Goal - 50% (2/3); Strategies - 50% (3/4)	0-4 Not Satisfactory 5-6 Satisfactory or	0-2 Not Satisfactory 3-4 Partially Satisfactory 5 Satisfactory 6 Exemplary
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