



Boston Public Schools

Superintendent's SY 2021-22 Goals

Dr. Brenda Cassellius, Superintendent
Boston School Committee
10.6.2021

Student Learning Goals

SY20-21
Actual

SY21-22
Actual

Goal #1 ENGLISH LEARNERS: Significantly improve outcomes for students who are English Learners by increasing the district's capacity to meet the needs of English Learners.

Measure 1.1 Making Progress: Increase progress towards achieving English language proficiency, as measured by the percentage of students making progress on the ACCESS for ELLs exam.

Measure 1.2 EL SWD: Increase progress towards achieving English language proficiency of students who are EL and have an IEP, as measured by the percentage of students making progress on the ACCESS for ELLs exam.

*Data to be
released in
October 2021*

Goal #1 Strategies: The district will increase seats in dual language programming, increase the linguistic diversity of BPS staff members, and continue providing interpretation services in BPS official languages at School Committee meetings and community meetings in order to increase the district's capacity to meet the needs of English Learners.

Student Learning Goals

SY20-21
Actual

SY21-22
Actual

Goal #2 STUDENTS WITH DISABILITIES: 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

Measure 2.1 Disproportionality: Decrease disproportionality in the percentage of students of color who are placed in substantially separate programs.

31%

Measure 2.2 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.

ELA: 29.7
Math: 27.4

Goal #2 Strategies: The district will increase inclusion seats and inclusionary practices in the district. We will do this through our ESSER funded Inclusion and Universal Design for Learning project which is intended to increase inclusionary practice and access to general education curriculum in the Least Restrictive Environment, which will reduce disproportionality. We will work with 15-20 schools to increase inclusion seats and inclusionary practices. Further, we will examine referral rates for disproportionality so that we do not perpetuate existing inequities through our inclusion work.

Student Learning Goals	SY20-21 Actual	SY21-22 Actual
<p>Goal #3 RETURN, RECOVER, REIMAGINE: Attend to student health, social-emotional well-being, and academic progress during the COVID-19 pandemic by providing differentiated supports focused on cultivating student belonging and academic acceleration.</p>		
<p>Measure 3.1 Equitable Literacy: Increase the percentage of K2-2 students who meet or exceed grade level expectations on the phonological awareness or literal comprehension measures of the NWEA MAP Reading Fluency assessment by the end of the year.</p>	<p>Phon. Awareness Fall 2019: 37%</p> <p>Literal Comp. Fall 2019: 49%</p>	
<p>Measure 3.2 Chronic Absenteeism: Reduce the proportion of students who are chronically absent.</p>	<p>30.0%</p>	
<p>Goal #3 Strategies: The district will upgrade school libraries to include updated collections with high-quality texts, adopt grade level appropriate and culturally relevant curriculum, and provide professional development to educators focused on equitable literacy practice. BPS will extend learning opportunities through the provision of acceleration academies and full-day summer programming that includes academic and enrichment. The district will utilize the MAP Growth Assessment in Reading and Math to monitor student learning progress and direct additional academic support to students. Educator teams will develop and monitor intervention plans in Panorama Student Success for students identified as needing targeted group or individualized intervention. Equity round tables held at all levels of the organization will ensure inclusive, transparent, and student-centered reflective decision-making guides our efforts to recover well and reimagine what is possible.</p>		

Professional Practice Goal

SY20-21
Actual

SY21-22
Actual

Goal #4 DISTRICT OFFICE: Cultivate trust with families and staff through operational excellence and strong customer service across the BPS District Office in order to significantly improve capacity to close opportunity and achievement gaps.

Measure 4.1 School Leader Perception: Improve school leader perception of central office service, effectiveness, and accountability for results as measured by average scores on items from the Gallup poll.

Responsiveness:
2.66
Effectiveness: 2.65
Accountable: 2.13

Measure 4.2 District Office Perception: Improve organizational culture throughout the central office as measured by the Gallup Q12 engagement mean.

3.62

Goal #4 Strategies: District office leaders will outline an arc of professional development for all district office employees, including creating an intentional onboarding process and professionally developing supervisors to bolster and institutionalize effective management practice. The district will establish and refine systems for assessing organizational risks associated with various business processes and strategically coordinate risk mitigation initiatives across the enterprise to ensure compliance assurance district-wide. The district office will adopt standardized project management and performance management practices within and across functional groups. District office teams will consistently utilize the Racial Equity Planning Tool to inform policy development and district-level decision making.