

OUR VISION & MISSION

Vision: A nation-leading, student-centered public school district providing equitable, and excellent, well-rounded education that prepares every student for success in college, career, and life.

Mission: Every child, in every classroom, in every school gets what they need.

SCHOOLS & STUDENTS

There are **121 schools in BPS:**

- 7 schools for early learners
- 41 elementary schools (K-5 or K-6)
- 31 elementary/middle schools (K-8)
- 4 middle schools (6-8)
- 4 middle/high schools (6-12)
- 1 K-12 school
- 18 high schools (7-12 or 9-12)
- 3 exam schools (7-12)
- 6 special education schools
- 5 alternative (at-risk) schools and programs

Of these:

- 20 are pilot schools, created to be models of educational innovation with more flexibility and autonomy
- 6 are Horace Mann charter schools funded by BPS
- 4 are Innovation Schools, a model created by Massachusetts Education reform legislation based on BPS pilot schools
- 6 are Dual Language

SY2021 enrollment is 48,957 (as of 10/1/21), including:

- 2,884 students in pre-kindergarten
- 20,499 students in kindergarten-grade 5
- 10,075 students in grades 6-8
- 15,216 students in grades 9-12

Student demographics:

- 43.1% Hispanic 32.2% Black 14.5% White
- 8.7% Asian 1.6% Other/multiracial
- 42.6% First language not English
- 30.1% English learners
- 20.6% Students with disabilities (students with an IEP)
- 7.2% English learners with disabilities
- 68.9% Economically disadvantaged¹ (as of 1/16/21)

¹ Participating in one or more of these state-administered programs: SNAP, TAFDC, DCF foster care, and MassHealth

Students who don't attend BPS: (data from June 2021)

Of the **73,600** (est.) school-age children living in Boston, about **21,257** (29%) do not attend Boston public schools. They are:

- 27% Hispanic 44% Black 22% White
- 3% Asian 4% Other/multiracial

Of these students:

- 10,956 go to public charter schools
- 4,558 go to parochial schools
- 2,536 go to private schools
- 3,207 go to suburban schools through METCO
- 446 are placed in educational environments outside the district to receive special education services, including private or residential schools and state agencies.
- 278 are homeschooled (as of June 2021)

BPS STRATEGIC PLAN

At BPS, every child in every classroom is entitled to an equitable, world-class, high-quality education. In April 2020, the Boston School Committee approved the BPS 2020-2025 Strategic Vision, which was presented by Superintendent Brenda Cassellius and informed by her community tour in the fall of 2019. The bold vision and concrete commitments within the plan will guide the work of the district over the next five years to improve student experiences and accelerate outcomes, close opportunity gaps, and increase instructional quality and rigor.

The six commitments outlined in the plan include:

1. Eliminate Opportunity and Achievement Gaps
2. Accelerate Learning
3. Amplify All Voices
4. Expand Opportunity
5. Cultivate Trust
6. Activate Partnerships

Read the full strategic plan at bostonpublicschools.org/strategicplan.

STAFF

The 2021-2022 BPS budget (all funds) includes 11,075 staff positions (FTE), an increase of 120 positions (1.09%) from SY2021. Here is a comparison of some of the budgeted positions:

SY2021	SY2022	
4,418	4,436	teachers
1,892	1,935	aides
860	840	administrators, managerial
1,269	1,446	support
785	777	secretaries, custodians
1,360	1,292	monitors, cafeteria workers

Demographics: Black 22.6% White 57.7% Hisp. 11.1% Asian 6.6% Other 0.4%
Teachers & guidance counselors

Qualifications of BPS Teachers (SY2021):

94.9% are licensed in their teaching assignment (97.6% statewide)

BOSTON SCHOOL COMMITTEE

BPS is governed by a 7-member School Committee, appointed by the Mayor from among nominees recommended by a broad-based Nominating Committee. Members serve 4-year terms. Current members and term expiration dates are:

Jeri Robinson, Chairperson	1/2/23
Michael D. O'Neill, Vice-chairperson	1/6/25
Dr. Hardin Coleman	1/3/22
Ernani DeAraujo	1/3/22
Lorena Lopera	TBD
Rafaela Polanco Garcia	TBD
Quoc Tran	1/2/23

In 1989, in a non-binding referendum, residents voted to replace the 13-member elected School Committee with an appointed committee. In 1991, the state legislature approved Boston's home rule petition establishing the 7-member, Mayor-appointed committee. The appointed committee took office in January 1992. In a 1996 referendum, residents voted overwhelmingly to retain the appointed committee.

SUPERINTENDENT

Dr. Brenda Cassellius has been an educator for more than three decades and has devoted her career to ensuring all children succeed and thrive. Superintendent of the Boston Public Schools since July 2019, Dr. Cassellius works to ensure every child receives an equitable, exceptional and joyful education. Her leadership is student-centered, supportive of educators, and grounded in collaboration and effective community partnerships. Before becoming Superintendent in Boston, Dr. Cassellius was the Commissioner of Education for the State of Minnesota for eight years. Prior to that, Dr. Cassellius served as the superintendent of the East Metro Integration District in Minnesota, as associate superintendent in the Minneapolis Public School District, leading a comprehensive high school redesign initiative, and as academic superintendent of middle schools in Memphis, Tennessee.

BUDGET, SALARIES & PER PUPIL

FY2022 Gen. Fund: \$1,294,719,861 (+3% from FY2021)

Salaries	\$ 837,953,536	67%
Benefits	\$ 169,264,841	13%
Transportation	\$ 111,992,768	9%
Purchased Services	\$ 69,705,978	5%
Property Services	\$ 43,764,723	3%
Supplies, instruc/non-in	\$ 8,506,660	1%
Equipment	\$ 12,783,851	1%
Miscellaneous	\$ 2,779,604	<1%
Reserve	\$ 3,473,879	<1%

Weighted student funding. Beginning in FY2012, BPS allocates funds to schools based on projected enrollment and the needs of individual students enrolled. In this system, dollars follow students, no matter what school they attend. Weights are based on target class size and average teacher salary. Students are given higher weights and are allocated additional funds if they meet additional criteria: high risk at grade 9 or 10, poverty, EL, students with disabilities (SWD), or vocational education.

FY2022 External Funds (est.): \$132,621,517

Includes **formula/entitlement grants** (e.g. Title I, II, III, IDEA, Perkins), **reimbursement grants** (School Lunch, ROTC), and **competitive grants** (e.g. Extended Learning Time).

FY21 Average Salaries:

Central administrators	\$ 147,507
Elementary school administrators	\$ 133,107
Middle school administrators	\$ 133,107
High school administrators	\$ 133,107
Professional support	\$ 97,278
Program support	\$ 105,254
Nurses	\$ 98,276
Librarians	\$ 107,024
Teachers (general education)	\$ 101,453
Secretaries/clerical staff	\$ 59,283
Custodians	\$ 56,691
School police officers	\$ 56,240

SPECIAL EDUCATION

As of October 1, 2021, about 10,523 students aged 3-21 with disabilities (22% of total enrollment) are enrolled in special education programs in BPS, of whom:

- 51.2% are educated in **fully inclusive** settings (spend 80% or more of the school day with their general education peers).
- 10.3% are educated in **partially inclusive** settings (spend 60% or less of the school day outside of the general education classroom).
- 31.1% are educated in **substantially separate** classrooms (spend 60% or more of the school day outside of the general education classroom).
- 7.4% are enrolled in **special schools** in public or private day or residential settings, including six BPS day schools (Horace Mann School for the Deaf, Carter School, and the four McKinley schools).

ENGLISH LEARNERS

Among BPS students in K0-grade 12:

- 14,730 (30%) are Limited English Proficient (LEP) or English Learners (EL)
- 8,976 (61%) of EL students were born in the US
- All EL students are entitled to receive English as a Second Language (ESL) instruction and core content instruction from highly qualified teachers. Approximate EL enrollment by program, K2-grade 12, is:
 - 2,673 (18%) in language-specific Sheltered English Immersion (SEI) programs
 - 1,483 (10%) in multilingual SEI programs
 - 2,178 (15%) EL students receive SEI in inclusion or substantially separate programs
 - 7,145 (49%) EL students receive SEI in other classroom settings
 - 1,040 (7%) in dual-language programs where students whose first language is Spanish or English and they learn together in both languages
 - 256 (2%) in high-intensity literacy programs for students with limited or interrupted formal education (SLIFE)

EL students speak more than **66** different languages as their home language. The top nine first languages spoken are Spanish (55%), Cabo Verdean creole (6%), Haitian creole (5%), Vietnamese (3%), Chinese (3%), Portuguese (2%), Arabic (1%), Somali (1%), and French (.4%).

BPS students come from 138 different countries, from Afghanistan to Yemen.

CLASS SIZE

Class size limits are set in the contract with the Boston Teachers Union.

As reported by the Massachusetts Department of Elementary & Secondary Education, the average BPS class size in SY2020 was 17.4 students. The state average is 17.9. Average class size is calculated by dividing the total number of students in classes by the total number of classes.

Grades	Maximum Class Size	
	Gen. ed.	High-needs (level 3 and 4 schools)
K1-Gr. 2	22	22
Gr. 3-5	25	25
Gr. 6-8	28	26 (gr. 6)
Gr. 9-12	31	30 (gr. 9)

HISTORY: FIRST IN AMERICA

- Boston Latin School: first public school, 1635
- Mather: first public elementary school, 1639
- BPS: first public school system, 1647
- English High: first public high school, 1821
- Horace Mann School for the Deaf & Hard of Hearing: first public day school for the deaf, 1869

STUDENT ACHIEVEMENT & OUTCOMES

Next Generation Mass. Comprehensive Assessment System (Next-gen MCAS)

Due to COVID-19, adjustments were made to the MCAS administration in 2020-21. Students in grades 3-8 took only one session of the MCAS and were also permitted to take the MCAS remotely. Results from this administration are to be used for diagnostic purposes only. Therefore, accountability determinations were not made in the fall of 2021.

Next-generation MCAS scores fall into four categories: Exceeding Expectations, Meeting Expectations, Partially Meeting Expectations, and Not Meeting Expectations. These categories emphasize readiness for higher-level work at the next grade level. The table below shows the percentage of students who Meet or Exceed Expectations and the change from the 2018-19 school year, as compared to the state. The change is comparing results from 2018-19 to 2021-21 because the Spring 2020 MCAS for the 2019-2020 school year was not administered due to the cancellation of state assessments and school closures related to COVID-19.

Grade	Test	BPS	% Change	State	% Change
3	ELA	34%	-5%	51%	-5%
3	Math	20%	-14%	33%	-16%
4	ELA	33%	0%	49%	-3%
4	Math	17%	-15%	33%	-17%
5	ELA	30%	-7%	47%	-5%
5	Math	19%	-15%	33%	-15%
5	Sci	20%	-4%	42%	-7%
6	ELA	30%	-6%	47%	-6%
6	Math	19%	-12%	33%	-19%
7	ELA	29%	-3%	43%	-5%
7	Math	24%	-9%	35%	-13%
8	ELA	29%	-6%	41%	-11%
8	Math	21%	-13%	32%	-14%
8	Sci	16%	-8%	41%	-5%
10	ELA	45%	0%	64%	+3%
10	Math	38%	-9%	52%	-7%

MCAS Competency Determination (CD). As of Spring 2019, 58% of the class of 2021 met the MCAS Competency Determination by performing at Proficient or higher in both ELA and math and at Needs Improvement or higher in science—which represents no change from the class of 2020 and a 19-point increase over the class of 2010.

SCHOOL ASSIGNMENT

BPS assigns students using a "home-based" assignment plan for students in grades K-8. The plan offers families a customized list of school choices based on their home address. It includes every school within a one-mile radius of their home and nearby high-quality schools based on BPS's School Quality Framework. The list also includes several citywide options and may include schools based on the programs they offer or the needs of the student. The plan maintains sibling priority to keep families together. Based on 2021-2022 assignment data for students registering for K1 and K2:

- 86% of K2 applicants received one of their top three school choices, and 62% received their first choice
- 94% of K1 applicants received one of their top three choices. Additionally, 76% of K1 applicants received their first choice school.
- 99% of K1 applicants received an assignment to a Boston Public School.

SAT Results. Average scores on the SAT for test taken in 2019-2020 were:

	BPS	Mass.
Total	1,030	1,112
Mathematics	522	557
Evidence-Based Reading and Writing Score	508	555

Advanced Placement Performance. In 2019-2020, BPS students took 5,314 AP tests. Most colleges give credits for scores of 3 and above.

	BPS	Mass.
% scores of 1-2	40.6	28.4
% scores of 3-5	59.4	71.6

2019 & 2020 4-Year Graduation Rates:

Outcome	BPS	Mass.
Graduated in 4 years	75.4%	73.2%
Still in school	13.8%	13.9%
Non-grad completers	0.1%	0.5%
GED/High School Equivalent	0.4%	0.7%
Dropped out	10.4%	11.7%
Permanently Excluded	0%	0%

The annual dropout rate for grades 9-12 in 2019-2020 was 3.9%. This represents a 0.3 percentage point increase from the previous year.

After High School. In a survey about post-graduation plans, 2019-2020 graduates from the district reported the following intentions at the end of the school year:

Plan	% of District	% of State
4-Year College	47%	58%
2-Year College	14%	16%
Other Post-Secondary	3%	2%
Work or Apprenticeship	9%	11%
Military	1%	2%
Other or unknown	25%	11%

CONTACTING BPS

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