



**Boston Public Schools**

# Office of the Superintendent

## OAG Task Force Meeting

March 28, 2023

Rochelle M. Nwosu  
Chief of Staff

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# Boston School Committee

**Superintendent**  
Mary Skipper

**Chief of Communications**  
Gabrielle Farrell

**Chief of Staff**  
Rochelle Nwosu

**Legal Advisor (CoB)**  
Senior Advisors  
SIP Implementation

**Compliance & Risk Management**  
Problem Resolution System (PRS)  
Intergovernmental Relations (IGR)

**Senior Deputy Superintendent of Academics**  
Linda Chen

**Deputy Superintendent of Operations**  
Samuel Depina

**Deputy Superintendent of Equity, Family & Community Advancement**  
Ana Tavares

**Chief of Schools & Accountability**  
Drew Echelson

**Chief of Teaching and Learning**  
Lesley Ryan-Miller

**Chief of Specialized Services**  
TBD

**Chief of Multicultural Multilingual Education**  
TBD

**Chief of Student Support**  
Jillian Kelton

**Chief of Capital Planning**  
Delavern Stanislaus

**Chief of Finance**  
Nate Kuder

**Chief of Human Capital**  
Rae Catchings  
Interim

**Chief of Safety**  
Neva Coakley

**Chief of Operations**  
Indira Alvarez

**Chief of Equity, Strategy & Opportunity Gaps**  
Charles Grandson

**Chief of Family Advancement**  
Denise Snyder

**Chief of Community Engagement**  
Myriam Ortiz

Regional School Superintendents  
Operational Leaders  
Principal Leadership  
Secondary Office  
Data Accountability  
Transformation  
Autonomous Schools  
HUB Schools

Equitable Literacy  
MTSS  
Humanities  
STEM  
World Languages  
Health and Wellness  
Early Childhood  
Teacher Leadership  
Professional Learning

Inclusion  
IEP Development & Support  
Family & Community Support  
Related Services  
Instructional Support  
Early Childhood  
Special Education  
Multilingual Learners with Disabilities  
Behavioral Health Services  
Out of District Compliance

Family and Community Support  
Newcomer Assessment  
Multilingual Instruction  
Bilingual Programs  
Multilingual Learners with Disabilities  
Equity & Accountability Compliance

Athletics  
Health Services  
Opportunity Youth  
Youth Leadership  
Social Work  
Restorative Justice  
SUCCEED Boston

Capital Planning

Business Services  
Budget  
Grants & External Funding  
Planning & Analysis  
State & Federal Programs  
ESSER Recovery

Labor Relations  
HR Shared Services  
Performance Management  
Payroll  
Strategic Staffing  
HR Data & Analytics  
Employee Services  
Recruitment

Safety Services  
Emergency Management

Facilities  
Food & Nutrition  
Technology (OiiT)  
Transportation

Equity  
Opportunity Gaps  
Strategy  
Retention, Cultivation and Diversity

Family- School Engagement  
Parent University  
Welcome Services  
Student Assignment  
Extended Learning and Opportunity

Helpline  
Community Engagement  
Translation & Interpretation  
Partnerships

# Superintendent's Priorities

Prioritizing and accelerating academic performance and providing equitable access to quality education, particularly for those most historically underserved, including Black and Latinx students, students with disabilities, and multilingual students.

Strengthening access to social-emotional learning; incredibly important post pandemic.

Streamlining operations and ensuring student safety. This also means using technology and data and building enterprise systems that can support the amount of students and staff we have.

Developing authentic and equitable family and community engagement practices.

Improving internal and external communication with families and staff.

Increasing accountability for both the Central Office and our schools.

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*Interim*

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Ana Tavares

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Denise Snyder

**Chief of Community Engagement**  
Myriam Ortiz

## OAG TaskForce March 28, 2023

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Dr. Charles Grandson  
Chief Equity & Strategy Officer





# Opportunity & Achievement Gaps Policy Charge

*“**Every child**, in every classroom, in every school has the same opportunity to achieve the greatness within them as anybody else. Every child [should have] the same unfettered access to every conceivable tool to unlock the greatness within them. **To achieve this requires neutralizing barriers of poverty and racism that persist despite court rulings, laws, and public policy efforts.** These barriers are insidious and are often perpetuated unknowingly, deep in the hearts of even the most well-meaning educators.”*

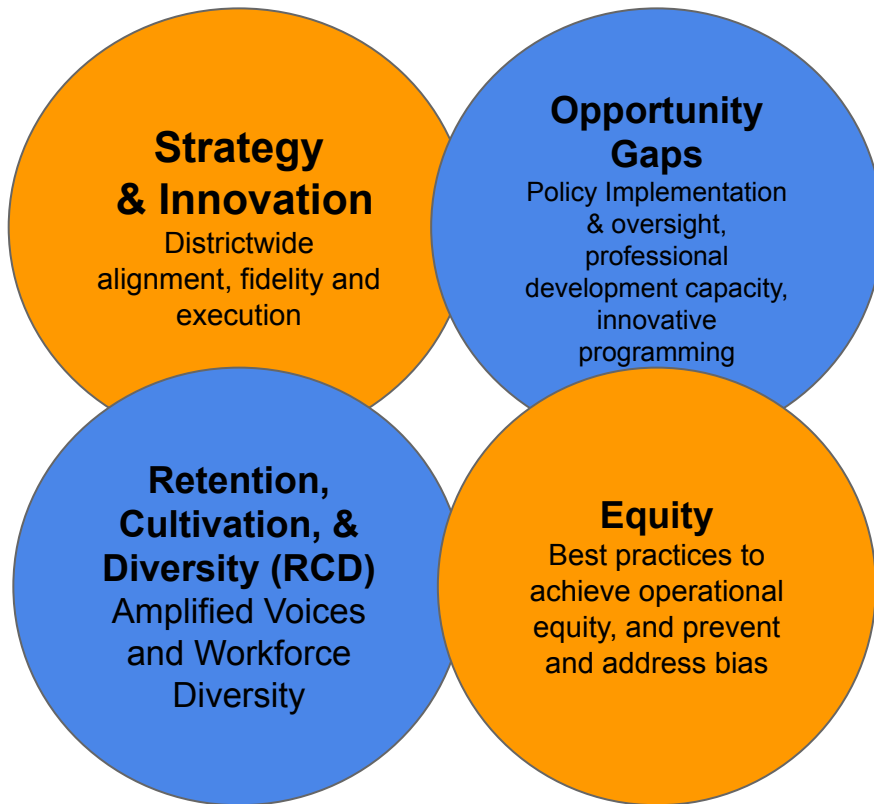
**Our  
Charge**

2016 Opportunity & Achievement Gaps Policy

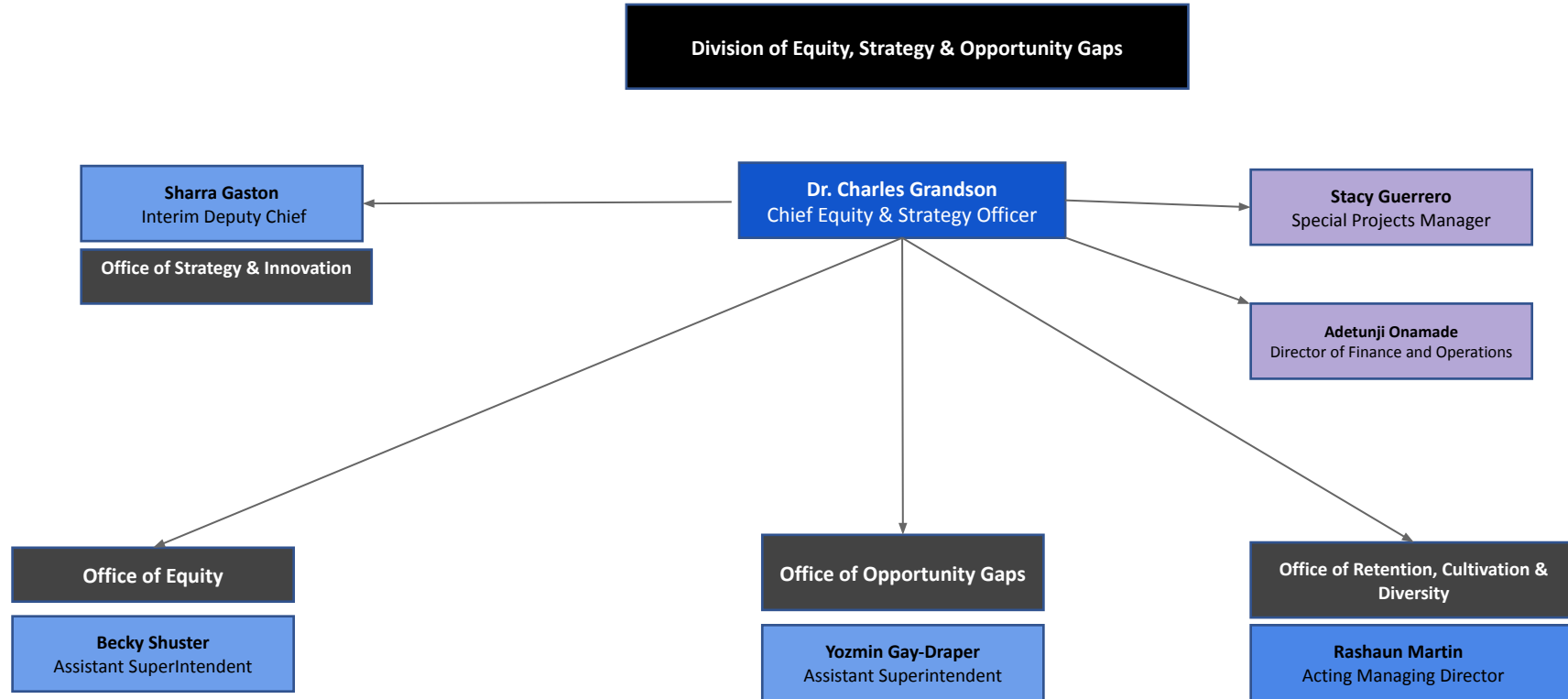


## Four Offices One Goal

# Four Offices | One Goal Excellence & Equity to Close Opportunity Gaps

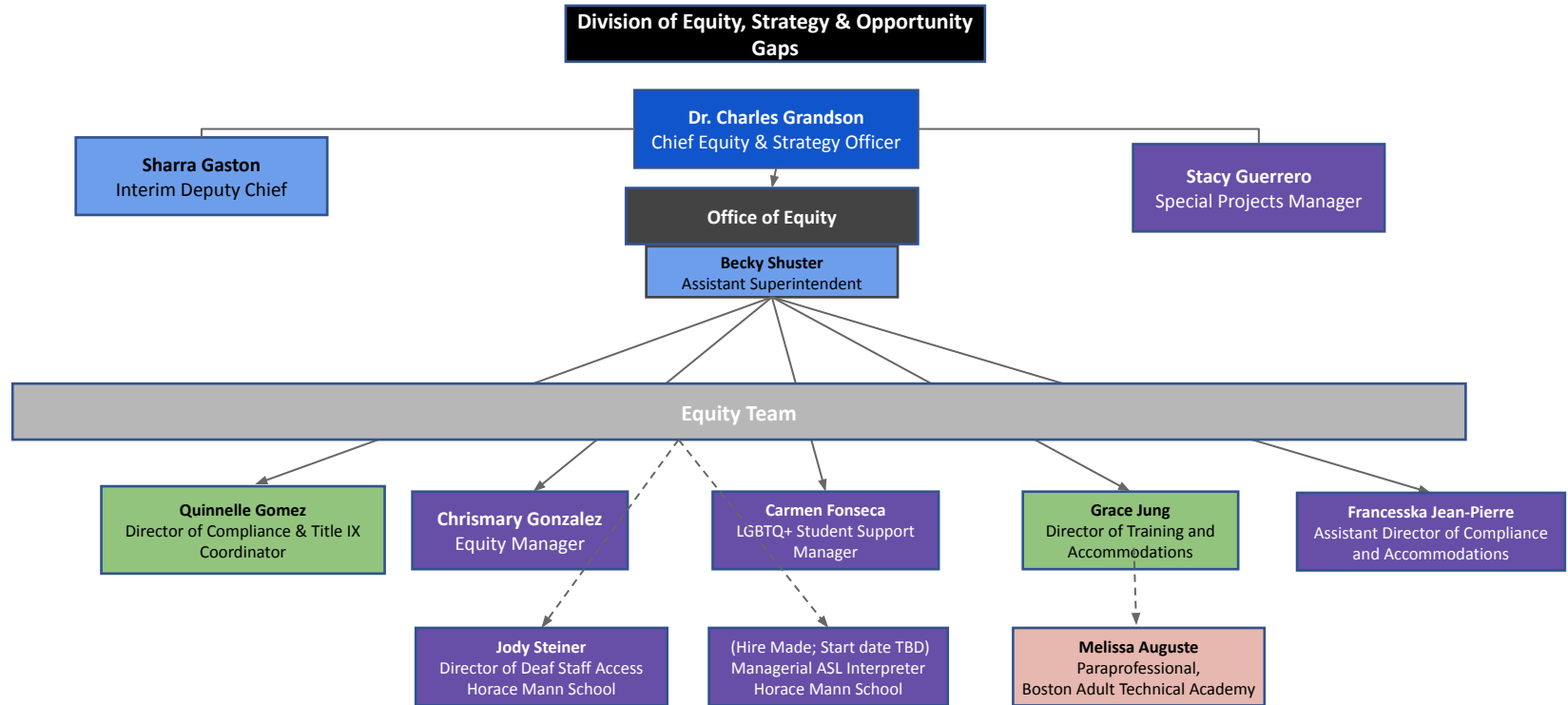


# SY22-23 Division of Equity, Strategy & Opportunity Gaps

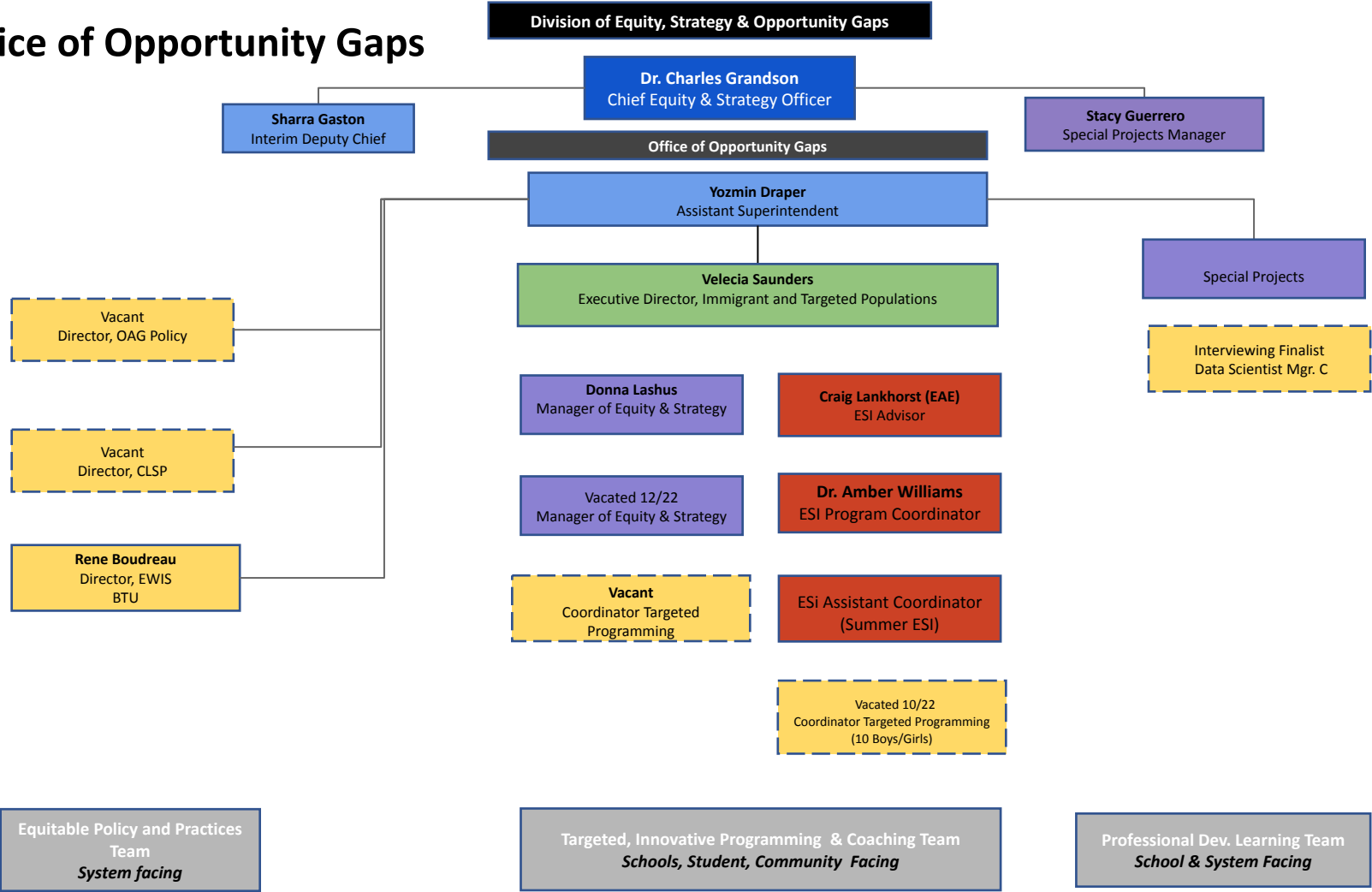




# SY22-23 Office of Equity



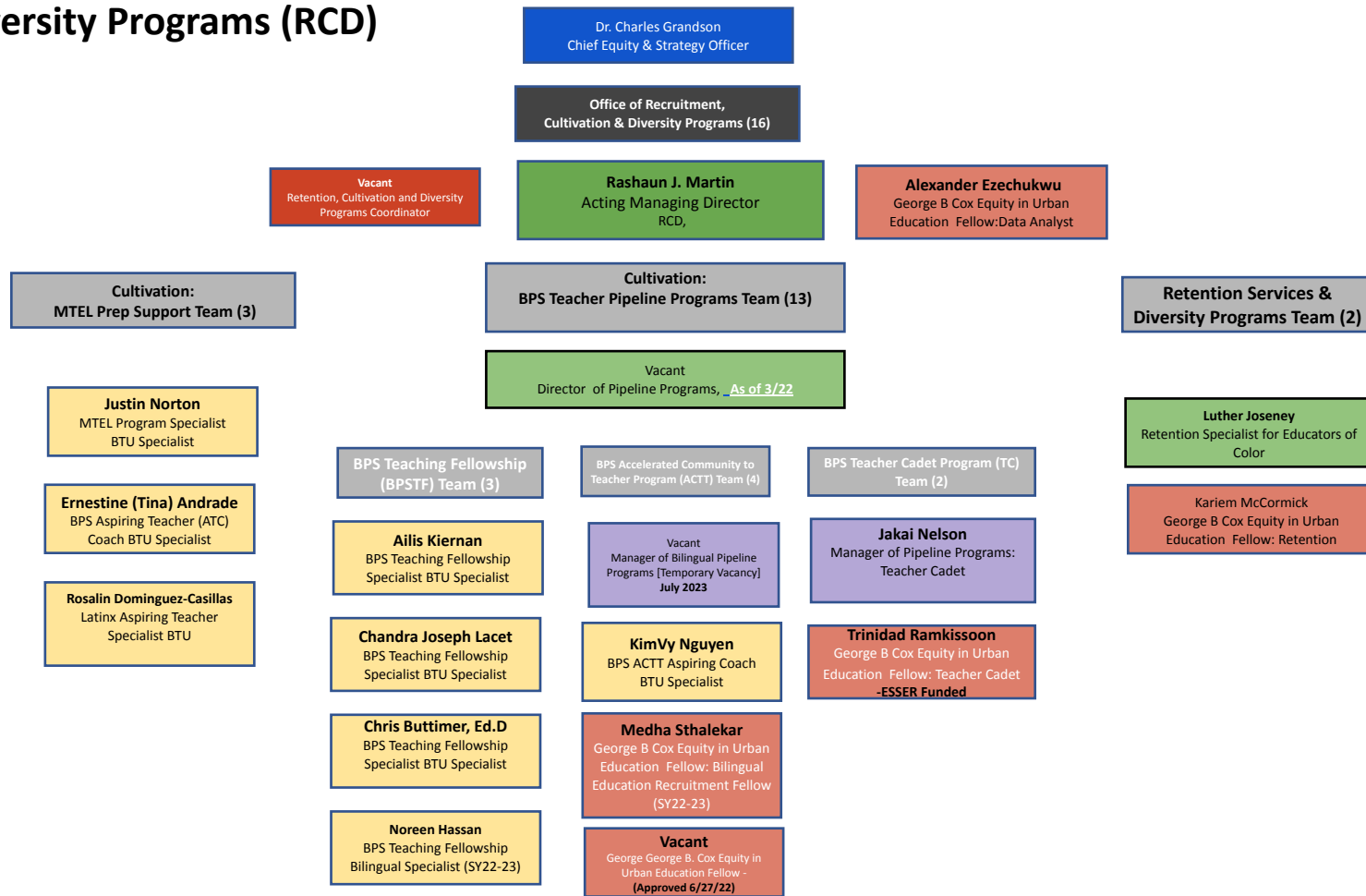
# SY 22-23 Office of Opportunity Gaps



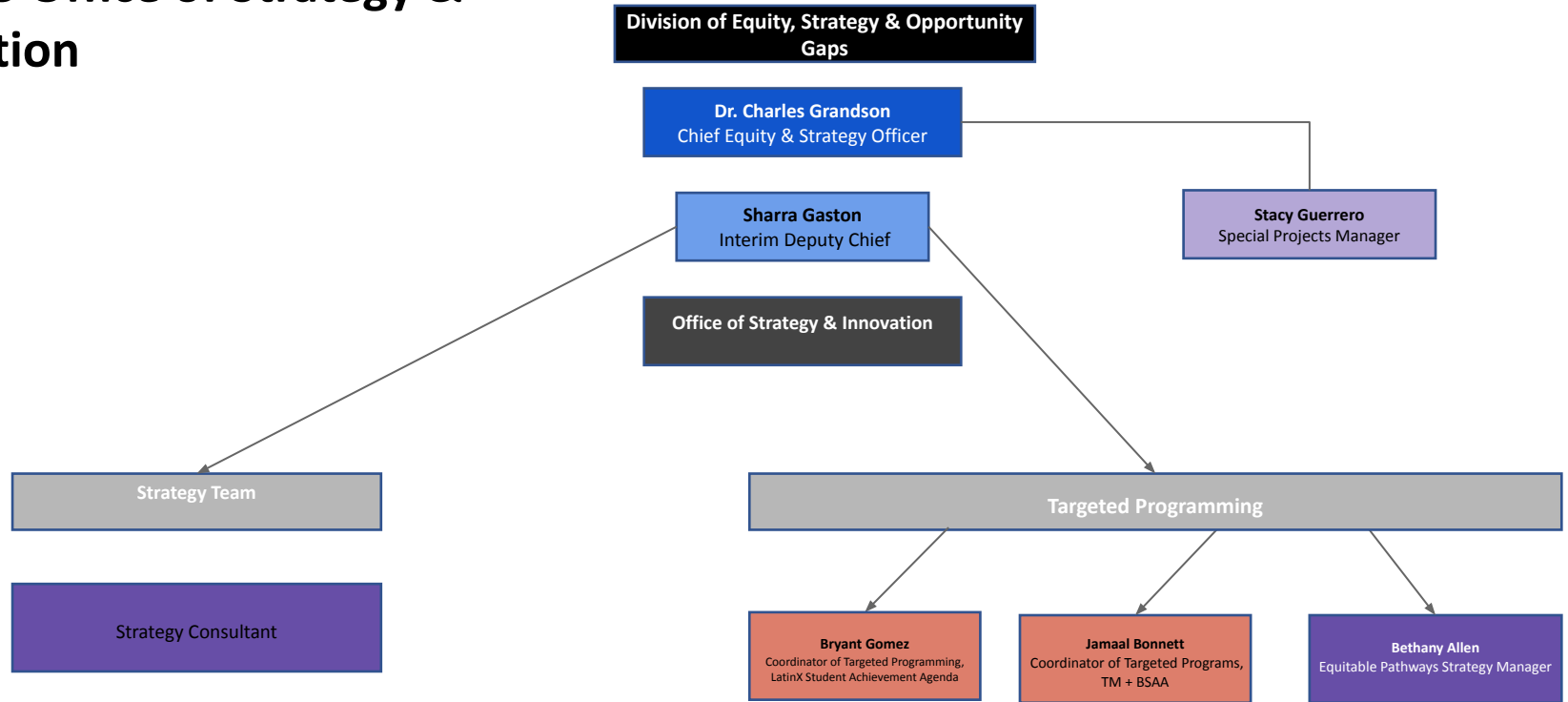
# SY22-23 Office of Retention, Cultivation & Diversity Programs (RCD)

## Division of Equity, Strategy & Opportunity Gaps

As of March 13, 2023



# SY22-23 Office of Strategy & Innovation





## Equity Specialist

- **Equity Audit:** Complete an initial assessment of each school using audit tool: completion of training, including REAL, CLSP, and Equity Protocols; disproportionality in student placement, discipline, and academic outcomes; Panorama survey data about family engagement and school culture; staff diversity, including bilingual staff, and retention; representation on Site Council, Parent Council, Student Support; affinity groups for parents, staff, and students; trained Equity contact; trained bullying specialist; etc. Identify key areas for action, and partner with staff to create a plan for next steps.
- **Liaison to Regions and Departments:** Serve as liaison to various Central Office departments as needed to elevate operational and instructional issues to the appropriate department (e.g. Transportation challenges or gaps in ESL services), and to partner to implement each school's action plan, including PD rollout.
- **Equity Centered Restorative Practices:** Support efforts to apply restorative practices, peer mediation, and other conflict resolution with an equity lens.
- **Educator Diversity:**
  - Serve as liaison to OHC recruitment team to ensure the school has a diverse hiring pool for each open position.
  - Serve as liaison to RCD to ensure educators of color in the region are aware of program opportunities.

## Chief's Goals

### Goal 1:

- Black Student Achievement Agenda (BSAA): By the end of 4th quarter, publicly launch the BSAA initiative with a broad array of city-wide stakeholders, inclusive of the district's family and community engagement committees.

### Goal 2:

- Latinx Student Achievement Agenda (LSAA): By the end of 4th quarter, publicly launch the LSAA initiative with a broad array of city-wide stakeholders, inclusive of the district's family and community engagement committees

### Goal 3:

- REPT Dashboard: By the end of 4th quarter 80% of central office divisions will have at least one (1) completed and published on the REPT dashboard.

## Goal 1:

School and Central Supports: Maintain prompt, thorough responses to requests for assistance in the context of a continued significant increase in the number of those requests.

## Goal 2:

REAL Training: Continue rollout of the REAL training, including full participation by Central Office employees.

## Goal 3:

24/7 Respect: Ensure all BPS 6th and 9th graders complete the 24/7 Respect program

## Goal 1:

### **Transformative Mentoring**

By then end of quarter 1, TM will increase the number of schools present that provide or assist in: Academic Support, College and Career Readiness, Family Engagement and Support, or Social/Emotional and Behavioral Health education. This will increase the percentage of students receiving services from partnership funds and/or opportunity portfolio programs from partner organizations.

## Goal 2:

### **Intervention Team Schools**

Support Intervention Team schools; (McKinley, Charlestown, & Madison Park) and the implementation of their racial equity planning tool recommendations and implementation plans for SY 22-23.

## Goal 3:

### **Strategic Planning + Implementation**

Goal Setting: 100% of central departments submitting at least one strategic plan/ OAG policy goal.



## Goal 1:

### Pipelines & Cultivation:

- Increase the number of applications and enrollment in the BE/Accelerated Community to Teacher Program (ACTT).
- Direct coaching and support for all enrollees in the Teaching Fellowship leading to initial licensure at the end of the program..
- Expansion of Teacher Cadet program
- Expansion of MTEL Prep Support to serve more staff in need of passing exams.
- Continuation of ParaProfessional Test Support

## Goal 2:

### Retention/Diversity:

- Increase number of Higher Ed and Cultural Partnerships
- Increase number of sponsored ALANA events.
- Continued support for affinity groups both central office, department and school-based with introduction of Affinity Champions
- Increase one-on-one educator of color support
- Increase exit survey participation

## Goal 1:

**SBERTS:** By the end of quarter 1, the Office of Opportunity Gaps will have established systems and structures around the facilitation of School-based Equity Roundtables, coaching and targeted support for ILTs, and engagement in learning walks to support equity focused school operations, teaching, and learning in regions 1, 2, 3, & 8.

## Goal 2:

**OAG Policy Consultations:** By the end of quarter 1, the Office of Opportunity Gaps will have completed 1 - 2 coaching interactions with every division-office Lead around their goals, strategies, and metrics to close opportunity and achievement gaps with our historically marginalized student populations.

## Goal 3:

**Transformation Schools:** By the end of quarter 1, the Office of Opportunity Gaps in collaboration with the office of Transformation Schools will have visited 10 out of 28 transformation schools to conduct empathy interviews with students, teachers, school leaders, and families around school challenges and opportunities that will help to inform transformation improvement strategies.



**Boston Public Schools**

# Office of Opportunity Gaps Updates

**OAG Task Force Meeting**  
March 28, 2023

Dr. Yozmin Gay  
Assistant Superintendent, Office of Opportunity Gaps

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## **Opportunity Gaps Team**

- **Dr. Yozmin Gay, Assistant Superintendent**
- **Velecia Saunders, Executive Director of Immigrant & Targeted Populations**
- **Donna Lashus, Manager of Equity & Strategy**
- **Rene Boudreau, Director of Early Warning Indicator Systems**
- **Adetunji Onamade, Director of Operations & Finance**
- **Dr. Amber Williams, ESI Coordinator of Programming**
- **Craig Langhorst, ESI Coordinator- Recruiting**

# Office of Opportunity Gaps Goals

## Opportunity and Achievement Gaps Goals 2022-2023 Overarching Goal from the 2106 Policy to Eliminate Opportunity Gaps

- Every child, in every classroom, in every school of the Boston Public School system has the same opportunity to achieve greatness within them as anybody else. Every child has the same unfettered access to every conceivable tool to unlock the greatness within them.

**Goal 1** - By the end of quarter 3, the Office of Opportunity Gaps will have established systems and structures around the facilitation of School-based Equity Roundtables, coaching and targeted support for ILTs, and engagement in learning walks to support equity focused school operations, teaching, and learning in regions 1, 2, 3, & 8.

**Goal 2** - By the end of quarter 3 , the Office of Opportunity Gaps will have completed 1 - 2 coaching interactions with 10 division-office around their goals and metrics to close opportunity and achievement gaps with our historically marginalized student populations.

**Goal 3** - By the end of quarter 3, the Office of Opportunity Gaps in collaboration with the office of Transformation Schools will provide professional learning for transformation coaches and teachers on the CLSP continuum and the Sense of Belonging framework.