



Update: Office of Opportunity and Achievement Gaps

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Presentation to Opportunity and Achievement Gaps Task Force
February 23, 2016

Presentation Overview

- My Role
- Structures/Culture in Central Office
- Structures/Culture in Schools
- Community Connections

My Role

- To help attack cultural and structural barriers and promote culturally sustaining practices for marginalized students so that they can fully engage in rigorous curriculum and pedagogy in our schools, creating the opportunities and access they need to close performance gaps.
- Eliminating these gaps is vitally important for the survival and success of our democratic, pluralistic society.
- This takes the concerted effort of all

Structures/Culture in Central Office

- Central office needs to maintain and build structures to support the closing of opportunity/achievement gaps in schools
 - This is a continual process of collaboration, feedback, refinement/adjustment (
*Achievement Gap Policy Implementation)
 - Culture of We with equity frame
 - Current work:
 - Office Data and Accountability: Data collection: Subgroups for disaggregation and climate survey
 - Office of Human Capital and Equity: Professional Learning Network: Student Learning Experience data and equity plan and New BPS teacher pipeline
 - Collaboration with Professional Learning about structures to support cultural proficient practices in school- starting with circulars
 - Facilities Plan
 - Feedback loops from students, families, and community
 - Work with equity, SSS often integrated



Structures/Culture in Central Office

- Definitions of key terms Culture and Cultural Responsiveness from working group with Dr. Blake
 - Add Cultural Proficiency
 - create core competencies that are needed and attach standards
- Creating a “menu” of who is doing work around Cultural Proficiency in district
 - Have them align to our core competencies
 - Evaluate for change in practice
- Upcoming presentation for Cabinet: Culturally Proficiency and Targeted Universalism
 - lens to view Opportunity/Achievement gaps
- Adapting/Collaborating/Creating professional development for school leadership and staff on culturally proficient practices

School Culture/Structure

- Model for Opportunity Schools Prototype

- Measurement tool for cultural proficiency school wide
 - vitally important – working with Annenberg and COSEBOC
- Cultural proficiency PD and continual reflection
 - Bias, cultural learning and proactive/responsive planning, disaggregation of data and intervention
- Rigorous instruction for all - CDT
- Places for community/parent embedded in schools
- Youth/parent voice in decision making bodies
- Early alert systems
- Disaggregation for gaps
- Targeted ethnic studies class (Chicago, Oakland)

School Culture/Structure

- Opportunity Schools

- Cultural proficiency PD and continual reflection

- Bias, cultural learning and proactive planning, disaggregation and intervention

- *Time and space for this work in schedule

Community Structures/Culture

- Current Projects:
 - Talks with HHS/MBK
 - Early childhood seats in summer
 - Mentoring program: White House Initiative
 - Chronically Absent Students

All of You

- Spheres of influence for equity
- Constructive feedback/shared vision