OAG Policy Implementation Update

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OAG Task Force Meeting I October 26, 2021
Overview

- The Office of Opportunity Gaps Updates (The First 30 Days)
- Actions/Challenges
- Next Steps
Goals:

➔ Increase the number of unique consultations provided to central office departments on their OAG policy implementation progress from 48% (20/43 departments) to 70% (42 /59 departments) by the end of 4th quarter.

➔ Ensure that all schools hold 70% of their monthly school-based equity roundtables by the end of 4th quarter.

Actions: Compiled OAG policy goals for each department. We are assessing the goals to begin strategic consultations.

The Divisions of Schools (November)
Division of Finance (January)
Division of Academics (February)

Challenges: We have 1 Director of OAG Policy implementation. We need to expand out coaching capacity so that departments have ongoing consultation and feedback on their actions.

Next Steps/Goals: ESSER funding recommendation for OAG Policy Coaches and SBERT coaches ("Moving from compliance to consciousness")
Goal:
➔ Increase CLSP PD, Coaching, and Support to schools from 10 schools to 35 schools by the end of the 4th quarter.

Actions: Build a cohesive effort between CLSP development/implementation and the Office of Academics. We made certain that CLSP is at the front of the Equitable Literacy roll out for the district.

Challenges: We have 1 Director of CLSP. We must expand our coaching capacity to support ongoing district design & planning and school-level support.

Next Steps/Goals: ESSER funding recommendation for CLSP district and school-based coaches; Title I Grant; Philanthropy
Actions: ESI/S4S Budget is almost complete. A great effort was made by the Office of Opportunity Gaps Team to create a budget and design a program within a short period of time. With new leadership, we will use this time to assess both programs for any needed adjustments and/or enhancements that close academic gaps for our most marginalized students. We project to have this year’s program up and running by the end of November or before.

Challenges: ESI/S4S is not included in the Office of Opportunity Gaps (OOG) budget.

Next Steps/Goals: We are working with the Office of Finance to make sure that OOG is budgeted for ESI/S4S moving forward.
OAG Policy Implementation Priorities

» OAG Policy Revision Workgroups

» Recruitment and Retention of Teachers of Color
  ▫ Development of Yearlong HBCU Pipeline
  ▫ HBCU BPS Exchange Conference - Spring 2022
  ▫ School Supervision development on Recruitment & Retention of TOC

» CLSP centering within Equitable Literacy Rollout
  ▫ Learning Year - Cycles of Professional Learning (ILT)
  ▫ Moving from compliance to consciousness

» OAG Policy Department Consultation Structure & Coaching

» School-based Equity Roundtables Support & Coaching

» OAG Policy Implementation Dashboard created by Mid November
Revision - Dashboard

➔ District and School-facing (Why?)
  ▫ Mediating tool to inform decision making and maintain accountability at both levels

➔ SBERT Implementation accountability & Coaching

➔ Office/Division policy consultation percentages and notes

➔ Equitable Literacy/CLSP Coaching
**Phase 1**: Evaluate the alignment of department goals with the OAG policy by objective.

*Watchwords*: Responsive, Targetted, Specific Explicit Goals

**Phase 2**: Focused coaching and support with departments for sharpening high leverage goals with most direct student impact.

*Watchwords*: Trust-building, Thought-Partnering for Impactful Coaching

**Phase 3**: Ongoing support with departmental self-critique of progress measures through each quarter.

*Watchwords*: Capacity building, Trust Building for shared accountability