



Boston Public Schools

OAG Policy Implementation Update

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OAG Task Force Meeting | October 26, 2021

Overview

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

01

ELIMINATE OPPORTUNITY AND ACHIEVEMENT GAPS

Equitable and Excellent Student Outcomes.

02

ACCELERATE LEARNING

High-quality schools and joyful classrooms district-wide.

03

AMPLIFY ALL VOICES

Shared decision-making, mutual accountability, and partnerships.

04

EXPAND OPPORTUNITY

Fair and equitable funding and welcoming environments.

05

CULTIVATE TRUST

Caring and competent staff that reflect our students

06

ACTIVATE PARTNERSHIPS

Expand learning beyond the classroom and connect the community to the classroom





Policy Implementation & Oversight

Policy Implementation & Oversight

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”)



Capacity Building

Capacity Building

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



Innovative Programming

Innovative Programming

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



**OAG Policy
Implementation
Priorities**



OAG Implementation Dashboard

OAG Implementation Dashboard

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

SY 21-22 OAG Policy Implementation Support

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



OAG Policy Implementation
Support