



**OFFICIAL MINUTES OF THE BOSTON SCHOOL COMMITTEE
OPPORTUNITY AND ACHIEVEMENT GAPS
TASK FORCE REMOTE MEETING**

October 26, 2021

The Boston School Committee Opportunity and Achievement Gaps (OAG) Task Force held a remote meeting on Zoom on October 26, 2021 at 4 p.m. For more information about any of the items listed below, visit www.bostonpublicschools.org/gaps, email feedback@bostonpublicschools.org or call the Boston School Committee Office at (617) 635-9014.

ATTENDANCE

Task Force Members Present: Co-Chair Sam Acevedo; Co-Chair Jeri Robinson; Co-Chair Ayele Shakur; Dr. Carroll Blake; Dr. Hardin Coleman; Dr. Lisa Gonsalves; Dr. Gil Noam; Dr. Carline Pignato; and Kimberley Williams. Dorian Levy, Boston Student Advisory Council appointee to the OAG Task Force, was also in attendance.

Task Force Members Absent: Jennifer Aponte; Rev. Willie Bodrick; Dr. James Jennings; Marinell Rousmaniere; Filiberto Santiago-Lizardi; and Sherman Zemler Wu. Carolyn DeJesus, Boston Student Advisory Council appointee to the OAG Task Force, was also absent.

BPS Staff Present: Dr. Charles Grandson, Chief Equity & Strategy Officer; and Yozmin Gay Draper, Assistant Superintendent, Office of Opportunity Gaps.

DOCUMENTS PRESENTED

[Agenda](#)

[OAG Task Force Meeting Minutes: September 28, 2021](#)

[PowerPoint: OAG Policy Implementation Update, October 26, 2021](#)

[Slide: OAG Policy Revision Process: Gaps/Anti-Racism October 2021](#)

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CALL TO ORDER

Ms. Robinson called the meeting to order and welcomed everyone. Ms. Sullivan called the roll. A quorum was present.

APPROVAL OF MINUTES

Approved - By roll call, the Committee unanimously approved the minutes of the September 28, 2021 OAG Task Force meeting.

SUMMARY OF DISCUSSION

Division of Equity, Strategy and Opportunity Gaps Update - Assistant Superintendent of Opportunity Gaps Yozmin Gay Draper presented a PowerPoint: OAG Policy Implementation Update.

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 our 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:

- Goal: Increase CLSP PD, Coaching, and Support to schools from 10 schools to 35 schools by the end of the 4th quarter.

Actions:

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- 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

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

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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

Dr. Gonsalves asked about the priority for diversity teaching hiring working with HBCUs vs. with current higher education partners. Dr. Grandson said that BPS is currently at 23% teachers of color and must be more aggressive in its approach to diversity hiring. Dr. Gonsalves said that UMass Boston offers a program that provides teaching candidates with an affordable masters degree and may be able to partner with HBCUs on recruitment.

Dr. Blake asked about the budget for the Opportunity Gaps Office. Ms. Gay Draper said that the OG Office currently has a limited operating budget. She explained that the OG Office partnered with the Office of Academics to fund the Exam Schools Initiative and Strategies for Success. Dr. Blake observed that the OG office's responsibilities have expanded over the years. Dr. Grandson said that the OG office submitted \$3 million in ESSER proposal requests and received none. He added that the OG Office received two coaching positions in August and that some requests are still pending.

Dr. Pignato asked how the Task Force can support the OG office in securing adequate funding. Ms. Gay Draper and Dr. Grandson said that they plan to meet with the Superintendent soon to discuss the budget so that the money follows the strategy.

Dr. Pignato asked about support for social-emotional learning (SEL). Ms. Gay Draper explained how the district provides support through school-based equity roundtables. Dr. Pignato asked about the status of Excellence for All (EFA) and how it can be scaled up. Dr. Grandson explained that organizationally, EFA moved from the OG Office to the Office of Academics a few years

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ago with the intention of expansion. He recommended that the Task Force prioritize receiving an update from the Academics Division when reviewing the OG policy goals.

Ms. Shakur proposed that the Task Force write a letter to the Superintendent advocating that the Office of Opportunity Gaps receive adequate funding. She requested an update on the OG policy goals dashboard. Ms. Gay Daper said the dashboard should be a mediating tool that is school-facing to in order to help school leaders inform their work. She said that she expects to have a new dashboard up and running by mid-November. Ms. Shakur encouraged Ms. Gay Draper to connect with former BPS Assistant Superintendent of Opportunity Gaps Dr. Colin Rose to avoid any duplication of efforts.

Mr. Acevedo expressed concern about the district's retention of teachers of color. He spoke about the importance of having a teacher pool that is reflective of the current BPS student population. Ms. Gay Daper said that the HBCU initiative allows recruitment from across the country, therefore BPS must provide incentives such as housing support, given the high cost of living in Boston. Dr. Grandson said that the Office of Human Capital will provide a hiring update to the School Committee in December that will address many of these issues. Mr. Acevedo spoke about the importance of conducting exit interviews and encouraged Ms. Gay Draper to speak to school leaders and teachers of color about retention challenges.

Ms. Williams spoke about the importance of coaching models and having a data dashboard that is school-facing. She emphasized the importance of fully funding the OG Office and offered support. She suggested that a sub-committee of the Task Force work on budgeting issues for the OG Office.

Dr. Grandson shared a slide: OAG Policy Revision Process: Gaps/Anti-Racism October 2021. He explained that BPS needs the infrastructure to do anti-racism work. He spoke about the need for additional staff and clear guidance about what it means to be an anti-racist school district.

Dr. Pignato suggested reaching out to Professor Ibram Kendi for support. Mr. Acevedo cautioned the Task Force that a complete revision of the 2016 OAG policy is not necessary, but rather more of an update. Dr. Grandson explained that he envisions the Task Force working with the School Quality Working Group and the Office of Data and Accountability to update the policy. Ms. Williams expressed support for the plan and encouraged the Task Force to think about the work ahead in terms of buckets of work. Dr. Coleman spoke about the need for more resources to recruit teachers of color. He encouraged the district to put a price tag on the effort and form a Superintendent's working group on the issue. Dr. Gay Draper suggested that the Task Force reach out to Dr. Chezare Warren at Vanderbilt University. The co-chairs asked the Task Force member to consider what area of work they would like to delve deeper into: (1) Defining Anti-Racism or (2) Defining Opportunity and Achievement Gaps and follow up with an email indicating their area of interest.

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PUBLIC COMMENT

John Mudd, advocate, encouraged the Office of Human Capital and Academics to be held accountable for implementing their OAG policy goals. He advocated less reliance on school-based equity roundtables and increased focus on Latinx recruitment and language gaps. suggested looking at MCAS data. conceded about lack of ESSER funding for recruitment, diversity and retention.

ADJOURN

Dr. Coleman emphasized the importance of a cross-collaborative approach in order to close gaps.

Approved - On roll call, the Committee unanimously approved a motion to adjourn the meeting at 5:44 p.m.

Attest:



Elizabeth A. Sullivan
Executive Secretary