



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

November 30, 2021

The Boston School Committee Opportunity and Achievement Gaps (OAG) Task Force held a remote meeting on Zoom on November 30, 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 (departed at 5:15 p.m.); Dr. Carroll Blake; Rev. Willie Bodrick (joined after roll call; departed at 5 p.m.); Dr. Lisa Gonsalves; Dr. James Jennings; Dr. Carline Pignato; and Filiberto Santiago-Lizardi.

Task Force Members Absent: Jennifer Aponte; Dr. Hardin Coleman; Dr. Gil Noam; Marinell Rousmaniere; and Kimberley Williams. Dorian Levy and Carolyn DeJesus, Boston Student Advisory Council appointees to the OAG Task Force, were both absent.

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

DOCUMENTS PRESENTED

[Agenda](#)

[OAG Task Force Meeting Minutes: October 26, 2021](#)

[PowerPoint: OAG Task Force Priorities](#)

CALL TO ORDER

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Ms. Robinson called the meeting to order and welcomed everyone. Ms. Sullivan called the roll. A quorum was present. Ms. Robinson announced that Sherman Zemler Wu has informed the co-chairs that he has stepped down from the Task Force due to scheduling conflicts. She thanked him for his service and for his valuable perspective as a BPS parent.

APPROVAL OF MINUTES

Approved - By roll call, the Committee unanimously approved the minutes of the October 26, 2021 OAG Task Force meeting.

SUMMARY OF DISCUSSION

Dr. Grandson shared a brief update on the Defining Opportunity Gaps Working Group and the Defining Anti-Racism Working Group, on which some Task Force members serve, along with district staff and partners. These working groups will help inform the work of the Task Force when it begins to revise the 2016 OAG policy.

Ms. Gay presented a PowerPoint on OAG Task Force Priorities. She identified the following top priorities for school year:

- Anti-Racist Strategic Leadership Cohort: Development of a Community of Learning and Practice (COLP) around anti-racist school design.
- Innovative/Targeted Programming
 - > 10 Boys/10 Girls
 - > Coalition of Schools Education Black Boys of Color
 - > Exam School Initiative Program
 - > Apprenticeships
 - > Entrepreneurship Education
 - > Visual and Performing Arts Programs
 - > STEM programs
 - > Family/community/school partnerships -community schools
- Recruiting & Retention of Teachers of Color: 2-day conference in Spring 2022- bringing HBCU students and students of Hispanic/Latinx serving institutions together to participate in BPS recruitment, hiring, supports, and investments into their candidacy.

OAG Policy - District Accountability

- Workgroups led by Dr. Grandson

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- OAG Policy Department Consultation Structure & Coaching
- School-based Equity Roundtables Support & Coaching
- OAG Policy Implementation Dashboard established by January 2022

SY 21-22 OAG Policy Implementation Support:

Phase 1: Evaluate the alignment of department goals with the OAG policy by objective.

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

Phase 3: Ongoing support with departmental reflection on progress measures through each quarter.

★ Led by Dr. Keisha Valdez, Director of OAG Policy

The OG Office will measure the short-and long-term impacts of the investments.

Dr. Gonsalves strongly suggested that Ms. Gay raise the goal for hiring teachers of color from 10 to a more aggressive target. Dr. Grandson said that the Superintendent and her senior team will present their annual workforce diversity hiring update to the School Committee tomorrow, December 1. Dr. Jennings suggested being more explicit about academic achievement criteria in order to close gaps in a meaningful way. He also recommended being more explicit and aggressive about recruiting parents as learning partners.

The Task Force engaged in robust discussion about the Anti-Racist Strategic Leadership Cohort. Dr. Blake spoke about the importance of the cohort to support transformation school leaders. Dr. Pignato spoke about the value of using success measures. Rev. Bodrick called for a significant funding commitment from the district to support the investments. Mr. Santiago-Lizardi suggested that school site councils put this information on their agendas to share the information with school communities. He urged the Superintendent to send a clear message about the importance of participation and then recognize and affirm those who participate. Ms. Shakur and Rev. Bodrick asked about the right number of schools to participate in the leadership cohort. Dr. Gay explained that the cohort is voluntary because the district wants school leaders to be truly committed to this work. By the end of the cohort, the participating schools will be identified as anti-racist practicing schools. Ms. Gay said that she intends to grow this work and make it a model for BPS. Dr. Pignato expressed concerns about what message is sends to offer a voluntary, anti-racist initiative. She called for a clear, coherent message from the district. Dr. Grandson said that the Superintendent's Strategic Plan calls for special support for transformation schools. Chief of Accountability Eva Mitchell re-launched a transformation strategy this month along with a new theory of change. Dr. Jennings suggested starting with 10-12 schools and making them prototypes. Dr. Blake suggested using both a volunteer and a mandated approach. Mr. Acevedo spoke about having a fear of under-commitment. He said that mandating participation in the cohort would require the Task Force mobilizing to push the Superintendent. Ms. Robinson advocated for taking a collaborative approach. The Task Force discussed the idea of reviving the

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“superintendent's schools” concept in which high needs schools receive a cadre of support. Rev. Bodrick suggested that participation be mandatory.

Dr. Grandson spoke about the Racial Equity and Leadership (REAL) training that he and Assistant Superintendent of Equity Becky Shuster have been leading. Set for a spring launch, the training will be mandatory and will include all bargaining units. REAL training is three modules (one hour, two hours, and three hours). Some employees will be required to attend one module, others two modules, and some all three modules. Dr. Grandson spoke about the importance of having touchpoints between the Task Force and department heads. He said that the rubric created by the Task Force can serve as a documented way of giving feedback to impact the work and maintain momentum. Chief of Schools Corey Harris is scheduled to present his problem of practice to the Task Force at the next meeting on December 14.

Ms. Robinson requested that the Task Force receive an updated organizational chart that includes divisions of work.

Dr. Gonsalves volunteered to serve on the Defining Gaps Working Group.

PUBLIC COMMENT

John Mudd, advocate, urged the Task Force to push for systemic change. He emphasized the importance of using the racial equity planning tool.

Barbara Fields, advocate, expressed frustration with the district’s implementation of the OAG policy.

ADJOURN

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