



Boston Public Schools

**Office of Opportunity Gaps
Budget Proposal FY22/FY23**

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Assistant Superintendent

FY22/FY23 ANTI - RACIST STRATEGIC LEADERSHIP COHORT FOR TRANSFORMATION SCHOOLS

Description & Key Partners	Value Proposition	Cost Structures
<p>Development of a 5 - month cohort engaging School Leaders and their ILTs/Teacher Teams around a community of learning & practice - adaptive learning in anti-racist strategic leadership and school design.</p> <ul style="list-style-type: none"> ● Module 1: Critical Reflection/Consciousness of Self and School Staff ● Module 2: Visioning - Setting the Direction toward Equity ● Module 3: Instructional Shifts with Culturally Linguistically Sustaining Praxis (CLSP) ● Module 4: Strategic Operations Management (School schedule, programming, budget, community engagement, etc) to mobilize student learning ● Module 5: Redesign toward Anti-racist leadership and practice through a logic model for implementation. <p>Key Partners Division of Accountability Division of Schools Division of Academics OAG Task Force</p>	<p>As Stated in the 2016 BPS Opportunity and Achievement Gap Policy</p> <p>GOAL 4: HOLISTIC, CULTURALLY AFFIRMING APPROACH TO SCHOOL AND TEACHER QUALITY</p> <p>To create a District that marries equity with rigor, viewing each child as capable of meeting and exceeding the highest standards of learning and achievement by providing highly effective and diverse teachers, a relevant, engaging curriculum that fosters student belonging and self-identity, in a safe and high-achieving school environment with caring adult relationships.</p>	<p>Teacher Stipends - \$308,880 Stipends for teachers participating in PD in socio-emotional development work around School-Base Equity Round table. 66 Teachers \$52/hr x 30 hr - Amount for 5 months (x2 in FY23)</p> <p>Consultants - \$72,000 (Insight Education Group) Support OAG with course design, course content, and course facilitation for the modules.</p> <p>Program Evaluation - \$30,000 Work with a university to evaluate ARSLC (Collect data and analyze data on the implementation effectiveness of the the logic model created by participating schools)</p> <p>Program Supplies - \$5,000 Textbooks/Related Software/Media/Materials to assist with professional learning</p> <p>Total - \$415,880</p>

FY22/FY23 TARGETED INNOVATIVE PROGRAMMING - 10 OPEN ENROLLMENT SCHOOLS

Description & Key Partners	Value Proposition	Cost Structures
<p>Problem of Practice The inequity of opportunities within our open enrollment schools is a social justice concern that threatens the present and future well-being of our most marginalized student populations.</p> <p>Aim Each student in the identified 10 open enrollment schools will be aligned to a targeted program that supports their academic and social emotional progress.</p> <p>When advanced opportunities are extended to students of color, and when teachers receive training and resources, students thrive alongside their peers. Black and Latino students are denied access to gifted and talented programs in elementary school, and later when they are denied access to eighth grade algebra and not given the chance to participate in advanced coursework or programs in high school, such as Advanced Placement (AP), International Baccalaureate (IB), and dual enrollment. These students are missing out on critical opportunities that can set them up for success in college and careers.</p> <p>Education Trust 2019</p> <p>Key Partners Division of Schools and Division of Academics</p>	<p>As Stated in the 2016 BPS Opportunity and Achievement Gap Policy</p> <p>GOAL 5: DISMANTLING STRUCTURAL BARRIERS AND PROVIDING GREATER ACCESS TO OPPORTUNITIES</p> <p>To create a District that prioritizes its capacity to give each child equitable access to opportunity and achievement, while vigilantly identifying and dismantling cultural, structural, racial and social barriers that could hinder their access to high quality learning environments.</p>	<p>3 Coordinators of Targeted programming to manage a cohort of 3 schools. - \$532,548 *** Each Coordinator will have a caseload of 3-4 schools where they would manage and evaluate programming.</p> <p>Quality School Review/Equity Inventory - \$75,000 (Insight Education Group) Embedded in Contract</p> <p>Program Evaluation - \$30,000 Work with a university to evaluate the Targeted Programming model.</p> <p>Data Analyst/Data Scientist/fellow - \$100,000 The data scientist will create prediction models/algorithms from datasets into Tableau to run linear and multivariate regressions. These predictions will help to inform better student support systems at the 10 open enrollment schools identified and targeted programming that will eliminate barriers and close gaps around student achievement and well-being.</p> <p>Total - \$737,548</p>

FY22/FY23 OAG Policy Unique Consultations to Guarantee Equity within District-office Workstreams

Description & Key Partners	Value Proposition	Cost Structures
<p>To increase the number of central office departments and schools with active OAG policy goals and plans from 0% to 100% by the end of the 4th quarter, OG will 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 .</p> <p>Key Partners OAG Task Force Division of Equity (Office of Strategy)</p>	<p>As Stated in the 2016 BPS Opportunity and Achievement Gap Policy</p> <p>GOAL 5: DISMANTLING STRUCTURAL BARRIERS AND PROVIDING GREATER ACCESS TO OPPORTUNITIES</p> <p>OBJECTIVE 5.1: Demonstrate how equity is addressed within the District's Operations. OBJECTIVE 5.2: Demonstrate equity in student assignment, enrollment, and school closings. OBJECTIVE 5.3: Demonstrate equity, quality, and impact in funding and resources. OBJECTIVE 5.4: Demonstrate how opportunities such as access to rigorous curriculum, early childhood education, and extended learning time are being expanded to all students of color and other marginalized groups. OBJECTIVE 5.5: Demonstrate how, in collaboration with the City of Boston, BPS fosters strong parent-community-school ties to mitigate the effects of concentrated poverty and institutional racism citywide as a strategy to eliminate gaps.</p>	<p>Manager of Equity and Strategy x 2 - Mgr. C - (ESSER FUNDED) -\$0</p> <p>Tableau Dashboard- \$72,380 Textbooks/Related Software/Media/Materials to assist with professional learning</p> <p>Data platform recommended by the OAG Task Force to collect and analyze quantitative and qualitative data around implementation of the OAG Policy (Objective, actions, next steps on OAG Policy arc of interactions/consultations with district-offices; create predictive models/algorithms from student data to run linear and multivariate regressions. These predictions will help to inform targeted academic and social emotional supports/ structures that will eliminate gaps around student achievement and student well-being over time.</p> <p>Total - \$72,380</p>

FY22/FY23 ANTI - RACIST DISTRICT-WIDE PROFESSIONAL DEVELOPMENT

Description & Key Partners	Value Proposition	Cost Structures
<p>Building and maintaining communities of learning and practice around equity/anti-racist concepts and behavior shifts with District offices and schools (ILTs, SBERTs, Teacher Planning Team, etc.)</p> <p>Key Partners Division of Academic (Office of Professional Learning, Office of Health and Wellness, and Office of Special Education) Division of Schools</p>	<p>As Stated in the 2016 BPS Opportunity and Achievement Gap Policy</p> <p>GOAL 5: DISMANTLING STRUCTURAL BARRIERS AND PROVIDING GREATER ACCESS TO OPPORTUNITIES</p> <p>To create a District that prioritizes its capacity to give each child equitable access to opportunities and achievement, while vigilantly identifying and dismantling cultural, structural, racial and social barriers that could hinder their access to high quality learning environments.</p>	<p>Managers of Equity and Strategy x 2 - Mgr. C - (ESSER FUNDED) -\$0</p> <p>Conferences for OAG Office Staff - Personal Development - \$15,000 For continuous learning and to stay in front of the national equity landscape, each member of the OAG Team members will be allocated funds to attend conferences, trainings or professional learning relative to their work-streams for capacity building.</p> <p>Anti-Racist Speaker Series - \$20,000 To advance the shared understandings of all BPS staff and to create a platform for deep planning discussions - this series aims to promote anti racist consciousness. Each month a speaker will be invited to present fresh perspectives and facilitate robust discussion.</p> <p>Total - \$35,000</p>

Program	Value Proposition Based on Research (Student Outcomes)	Student Population	Metrics
<p>IF We Launch... FY22/FY23 ANTI - RACIST STRATEGIC LEADERSHIP COHORT</p>	<p>THEN... Black and Brown students can exist in an ecosystem that makes a plea for operations, teaching, and learning that instinctively draw upon students' knowledge, skills, cultural experiences, and other identities in the learning space which enhances their academic progress.</p> <p>Gilde & Volman, 2021</p>	<p>33 Transformation Schools</p> <p>Opportunity Index 2021 Average: . 42</p>	<ul style="list-style-type: none"> ● Tracking milestone progress of each school's anti-racist redesign logic model. ● School climate surveys ● MAP Data ● ILT Agendas & Minutes ● SBERT Agendas & Minutes ● QSP Goals and Indicators
<p>IF We Launch... FY22/FY23 TARGETED INNOVATIVE PROGRAMMING</p>	<p>THEN... Black and Brown students will be extended advanced innovative opportunities targeted to their abilities, talents, and identities that provide greater advantage for success in college and careers.</p> <p>Education Trust 2019 Martin, 2017</p>	<p>10 Open Enrollment High Schools (Also a part of transformation schools)</p> <p>Opportunity Index 2021 Average: . 39</p> <p>Disaggregation by Race</p>	<ul style="list-style-type: none"> ● School Climate Surveys ● Student Surveys ● Program Evaluations ● MCAS Data ● Classroom Observations ● QSP Goals & Indicators ● College Admission ● Career Attainment <p>Develop predictive models to analyze R2 (Variance: how much a program accounts for a student's academic success)</p>

Program	Value Proposition Based on Research (Student Outcomes)	Student Population	Metrics
<p>IF We Launch... FY22/FY23 OAG POLICY CONSULTATION</p>	<p>THEN... Demonstrate how equity is addressed within the District's Operations. Demonstrate equity in student assignment, enrollment, and school closings. Demonstrate equity, quality, and impact in funding and resources. Demonstrate how opportunities such as access to rigorous curriculum, early childhood education, and extended learning time are being expanded to all students of color and other marginalized groups.</p>	<p>All BPS Students</p>	<ul style="list-style-type: none"> • OAG Policy Consultation Logs (Outcomes of action steps on goals) • QSP Goals & Indicators • District-Office Work plans
<p>IF We Launch... FY22/FY23 PROFESSIONAL DEVELOPMENT</p>	<p>THEN... Engage continuous reflection and approximation of anti-racist concepts and practices rooted in the experiences of the disenfranchised within a Community of Practice involving district leaders, school leaders, teachers, students, and community practice rooted in the experiences of the disenfranchised.</p> <p>Center for Reflective Community Practice, 2004 Wenger, E. 2000. Community of Practice and Social Learning Systems.</p>	<p>All BPS Students</p>	<ul style="list-style-type: none"> • ILT Agendas & Minutes • SBERT Agendas & Minutes • Classroom Observations • Teacher Planning Meetings • QSP Goals & Indicators

GRAND
TOTAL

\$1,260,808

FY22 ANTI - RACIST STRATEGIC LEADERSHIP COHORT	\$156,460
FY22 TARGETED INNOVATIVE PROGRAMMING	\$317,517
FY22 OAG POLICY CONSULTATION	\$36,190
FY22 PROFESSIONAL DEVELOPMENT	\$17,500
FY22 TOTAL	\$527,667
FY23 ANTI - RACIST STRATEGIC LEADERSHIP COHORT	\$259,420
FY23 TARGETED INNOVATIVE PROGRAMMING	\$420,031
FY23 OAG POLICY CONSULTATION	\$36,190
FY23 PROFESSIONAL DEVELOPMENT	\$17,500
FY23 Total	\$733,141
Grand Total	\$1,260,808

Office of Opportunity Gaps Updates

Communities of Learning and Practice	Operations	Black History Month Celebration
<p>School Based Teams: Participants will be able to describe disproportionality in its various forms in schools and its implications for school based governing body work streams in closing opportunity gaps.</p> <p>February/March 2022</p>	<p>Vacancies:</p> <ul style="list-style-type: none"> • Coordinator of Target Programming - Posted • Executive Director of Historically Marginalized Populations - Submitted to OHC for posting. <p>OG Operational Budget presented to the Superintendent</p>	<ul style="list-style-type: none"> → Fireside Chats → Student Panels → HBCU Infinity Groups → Arts Appreciation
<p>Central Office: Participants will be able to describe disproportionality in its various forms in Boston Public Schools and its implications for departmental work streams in closing the opportunity gaps.</p> <p>February/March 2022</p>		
<p>School Leaders: Participants will examine leadership implications toward shifts in closing opportunity gaps for students and the greater school community.</p> <p>February/March 2022</p>		