OFFICE OF OPPORTUNITY GAPS

2016–2020 and beyond

Harold L. Miller, Jr.
Interim Assistant Superintendent
Every child in every classroom is entitled to an equitable, world-class, high-quality education. Every student should have the same unfettered access to every conceivable resource to unlock the greatness within them.

“Every child in every classroom in every school gets what they need.”

BPS Strategic Vision 20-25

Derived from 2016
Opportunity & Achievement Gaps Policy Preamble
2016 OAG Policy

1. Focus on cultural proficiency across the district
   a. Diversity and cultural proficiency in leadership and human capital
   b. Holistic, culturally affirming approach to school and teacher quality

2. Dismantling structural barriers and providing greater access to opportunities

3. Ecological Supports: Students, families, and communities as authentic partners
What do our school system, adults, and students need to succeed?
Key Accomplishments 2016–2020

- Systematic focus on the Implementation of the 2016 OAG Policy
- OAG Policy Goal Tracker System
- Culturally and Linguistically Sustaining Practices (CLSP)
- Culturally Responsive Instructional Observation Protocol (CRIOP); operationalizes CLSP competencies 2-3
- School diversity hiring targets
- CLSP Pilot with Boston Student Advisory Council (BSAC)
- Creation and implementation of BPS Racial Equity Planning Tool (REPT)
- Updated process for Racial Equity Impact Statement submissions
Key Accomplishments 2016–2020

- 2020 Exam School Admissions Policy
- Excellence For All; demographics mirror BPS student population
- Expansion of Universal Pre-K
- Student facing racial equity embedded practices and initiatives including and not limited to: 10 Boys/10 Girls, Peer Group Connection (PGC), Early Warning Indicator Systems (EWIS), Building Assets Reducing Risks (BARR), Success Mentors, William James College (WJC) Child and Adolescent Mental Health Initiative (CAMHI) and more...
- Opportunity Index
- Opportunity Portfolio – vetting and analysis process of current BPS partners and PartnerBPS Profiles; aligned with Opportunity Index and also includes elements of CLSP
In order to ensure positive student outcomes are actualized...what’s next?
High Level Goals for Next Phase 2020–2025

**OAG Policy & Policy Review**
- Implement 2020–2025 OAG Policy Goal setting process in BPS Divisions, Departments AND Schools
- Lead, facilitate and organize teams, processes, and timelines to vet, revise and/or create new district AND school level policies
- Work with Superintendent and Office of Special Education to ameliorate the disproportionate referral rate of Black and Latinx students in substantially separate settings

**PD & Coaching Capacity**
- Develop team and clear, shared, vision, calendar and arc of learning for BPS CARES (CLSP/CRIOP, Antiracism, Racial Equity Planning, EWIS, School Based Equity Roundtables)
- Develop team and shared vision for the implementation of CLSP Badge/Endorsement

**Innovation & Programming**
- Ensure funding and capacity for expansion of Exam School Initiative (ESI) and development of Strategies 4 Success (S4S)
- Locate sustainable funding to improve upon current programming and/or develop new programming based on direct feedback from stakeholders pre/post pandemic (10 Boys/10 Girls, BARR, PGC, Success Mentors, William James College CAMHI Initiative, Boston Rookies (Elementary School Athletics/Academics), Social Histories of Indigenous Peoples and Peoples of the African Diaspora, Hip Hop Agora, and more...)
Capacity Considerations for Next Phase 2020–2025

OAG Policy & Policy Review
- Goal setting & monitoring for 8 division chiefs, 53 departments heads, and 125+ school teams
- Equitable Policy Review: 15 new policies scheduled to be developed next year with an antiracist lens
- 200+ district policies and circulars overall

PD & Coaching Capacity
- 125+ schools - supporting and monitoring School-based Equity Roundtables, implementation of CLSP/CRIOP in alignment with OAG Policy and REPT
- 40+ racial equity analysis writing in progress - monitoring and coaching district offices
- Continued CLSP & Anti-racism training - for 125+ school leaders and 150+ central office staff, Executive Team, and School Committee
- 33+ Transformation Schools require targeted, systematic, pedagogical strategies to ensure optimal teaching and learning

Innovation & Programming
- Exam School Initiative (ESI) scheduled to serve over 750 students year around and expand to 4th grade
- Strategies 4 Success (S4S) scheduled to serve 1300+ 7th & 9th graders at each Exam School
- Need to sustain funding and programming in over 40 BPS schools
- Have earned nearly $500,000 in grant funding 2017-2020 to implement some of our current programming