



OFFICE OF OPPORTUNITY GAPS

2016-2020 and beyond

*Harold L. Miller, Jr.
Interim Assistant Superintendent*



Opportunity & Achievement Gaps Policy

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.



Derived from 2016
Opportunity & Achievement Gaps Policy Preamble

“Every child in every classroom in every school gets what they need.”
BPS Strategic Vision 20-25

OAG Policy as Logic Model

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



SYSTEMIC OVERSIGHT

System Policy

**PD & COACHING
CAPACITY**

Adults

**INNOVATION &
PROGRAMMING**

Students

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, **A**ntiracism, **R**acial Equity Planning, **E**WIS, **S**chool 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