



Boston Public Schools

Office of Opportunity Gaps Updates

**OAG Task Force Meeting
September 27, 2022**

Yozmin Gay Draper
Assistant Superintendent, Office of Opportunity Gaps

Dr. Charles Grandson,
Chief Equity, Strategy, and Opportunity Gaps Officer

Overview

- Our Charge
- Where We've Been/Where We're Going
- OAG Policy Goal Implementation (System Change for Impact!)
- OAG Policy Data and Analysis
- Watch Areas
- Opportunity and Achievement Gaps Task Force Workgroups

01

ELIMINATE OPPORTUNITY AND ACHIEVEMENT GAPS

Equitable and Excellent Student Outcomes.

02

ACCELERATE LEARNING

High-quality schools and joyful classrooms district-wide.

03

AMPLIFY ALL VOICES

Shared decision-making, mutual accountability, and partnerships.

04

EXPAND OPPORTUNITY

Fair and equitable funding and welcoming environments.

05

CULTIVATE TRUST

Caring and competent staff that reflect our students

06

ACTIVATE PARTNERSHIPS

Expand learning beyond the classroom and connect the community to the classroom





Our Charge

2016 Opportunity & Achievement Gaps Policy

Opportunity & Achievement Gaps Policy Charge

“**Every child**, in every classroom, in every school has the same opportunity to achieve the greatness within them as anybody else. Every child [should have] the same unfettered access to every conceivable tool to unlock the greatness within them. **To achieve this requires neutralizing barriers of poverty and racism that persist despite court rulings, laws, and public policy efforts.** These barriers are insidious and are often perpetuated unknowingly, deep in the hearts of even the most well-meaning educators.”

Meet the OOG Team!

Yozmin Gay Draper
Assistant Superintendent

Planning for PLCs, instructional walkthroughs, and targeted school based supports. Engage in common learning experiences around EQL.

Velecia Saunders
Executive Director of Immigrant and Targeted Populations

Expertise in complex trauma, Targeted Universalism and facilitating engaging professional development and support on becoming an Anti-racist.

René Bordeau
Director of Early Warning Indicator Systems

Data analyst. Engages in regional inquiry that includes reviewing student performance and practice data across schools; using data to inform instructional practices.

Adetunji Onamade
Special Projects Manager

Differentiating supports (including instructional vs operational) for schools based on discussions / observations / requests that come out during PLCs

New OOG Team Members!

Donna Lashus

Manager of Equity & Strategy

Family engagement, coaching, planning for PLCs, CRIOP & instructional walkthroughs, that lead to targeted school based supports. Engage in common learning experiences around EQL and help plan for improved supports and next steps

Bryant Gomez

Manager of Equity & Strategy

Project Management, Culturally and Linguistically Sustaining Practices. Strategize meetings with Regional Superintendents, SLs & feedback and help plan for improved support and next steps.

Luther Josney

Coordinator of Targeted Programming

Anti-racist consciousness. Keen knowledge of student engagement that includes reviewing student performance and practice data across schools; using data to inform tier 2 targeted programming.

OOG Data Scientist

Vacant

Differentiating supports (including instructional vs operational) for schools based on discussions / observations / requests that come out during PLCs

Where We're Going
(OAG Policy Implementation for System's Change)



Anti-racist Regional Systems of Support

Managers of Equity & Strategy (3)



Managers of Equity & Strategy are assigned to school regions to provide targeted CLSP, CRIOP coaching and supports to regional sups, school leaders, teachers, and families around the QSP, ILT, SBERT, SST, and Teacher Teams.

System-wide School Leader Professional Learning

Funds of Knowledge/Targeted Universalism launch during August Leadership Institute (ALI)



Leading professional learning for All School Leader Calls throughout the year on Funds of Knowledge and Targeted Universalism.

Transformation Schools Supports & Accountability



Working closing with the Director of Transformation Schools around program evaluation and transformation improvement strategy.

System-wide Targeted Programming

Exam School Initiative; 10 Boys/10 Girls



Hired a Targeted Coordinator to strategically lead ESI/S4S and 10 Boy/10 Girls. We are looking to expand to two other programs to increase opportunities for system level student innovation.

OAG Policy Consultation



OAG Policy Director and support team created and execute a schedule of consultations with each office division office on their OAG policy goals.

Regional Implementation of Supports



Regions 1-6: Elementary & K-8 Schools

Region	Region 1 (15) Dr. Tommy Welch	Region 2 (13) Mary Driscoll	Region 3 (13) Natalie Diaz Ake	Region 4 (14) Christine Cronin	Region 5 (13) Dr. Elena Luna	Region 6 (12) Efrain Toledano
Schools	Adams Aligheri Bradley Charlestown HS (with Road to Success) East Boston EEC East Boston HS Eliot K-8 Guild Harvard-Kent PJ Kennedy Otis O'Donnell Umana McKay K-8 Warren-Prescott K-8	Blackstone Clap Condon K-8 Dever Everett Holmes Hurley K-8 Mather Perkins Perry Quincy Russell Tynan	Carter Dudley St. Ellis Frederick Greenwood K-8 Hale Haynes EEC King K-8 Mason Murphy K-8 Orchard Gardens K-8 Trotter K-8 Winthrop	Baldwin Curley K-8 Edison K-8 Gardner Hennigan K-8 Hernandez K-8 Higginson K-2 Higginson Lewis (3-8) Horace Mann JF Kennedy Mendell Tobin K-8 West Zone EEC Winship	Bates Beethoven Channing Conley Haley K-8 Kilmer K-8 Lyndon K-8 Manning Mozart Ohrenberger (3-8) Philbrick Sumner Young Achievers K-8	BTU K-8 Chittick Ellison Parks EEC Grew Kenny Lee Academy Lee K-8 Mattahunt Mildred Ave. K-8 Roosevelt K-8 Shaw Taylor

Regions 7-9: Secondary Schools

Region	Region 7 (11) Dr. Tanya Freeman-Wisdom	Region 8 (12) Eugene Roundtree	Region 9 (11) Dr. Lindsa McIntyre
Schools	ABCD University Boston Adult Technical Academy Boston Green Academy Brighton High Fenway High EMK Lyon Lower (K-6) Lyon Upper (7-12) McKinley K-12 Ostiguy Quincy Upper Snowden	Another Course to College Adult Ed. Boston Arts Academy Boston Collaborative BCLA/McCormack Boston International/Newcomers Academy Excel Greater Egleston Henderson K-12 Muniz Academy New Mission	Boston Day-Evening Boston Latin Academy Boston Latin School Burke Community Academy Community Academy of Science & Health Dearborn STEM English Madison Park O'Bryant Tech Boston Academy

Regional Liaisons - “Phase 2” & “Phase 3”

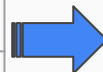
Phase 2 (by PLC #1 - Thursday, 9/29)

Regional Liaison	Department Lead
Content Program Directors	Beth Milewski
Telescope Networkers	Mark Lonergan Alison Mosher
District Social Workers	Ilyitch N. Táborá Jillian Kelton
Social-Emotional & Academic Development (SEAD) Coaches	Kim Williams Colleen Galvin Labbe Raghida



Differentiated Supports

Regional Supports	Department Lead
Reading interventionists (9)	Christine Landry
Inclusion Coaches (3) **20 schools cohort	Julia Bott Ethan d'Ablemont Burnes
<u>OAG Equity Managers</u> (3)	Yozmin Gay Draper Velecia Saunders
Engagement Facilitators (3/5)	Noel Green
Transformation Managers (3) **Transformation focus	Mike Sabin



Phase 3 (by PLC #3 - Thursday, 11/17)

Regional Supports	Department Lead
OMME Equity & Accountability Managers (#) & Multilingual coaches	Farah Assiraj Faye Karp/Ignacio Chaparro
Staffing Managers & Coordinators	
Financial Analysts	Miriam Rubin
ESSER Account Managers	Serena La Rocque

What can I expect from my region's Manager of Equity & Strategy?

Regional System of Supports

Partner with Regional Superintendents to:

- Identify common challenges educators face in the implementation of the Instructional Focus across the region.
- Create region-specific professional development experiences for educators across schools, including:
 - Leveraging students' and families funds of knowledge
 - Effective implementation of ILT teams, SBERT, and supports in the service of Targeted Universalism and policy pathways.

School Leader Supports

Partner with School Based Teams to:

- Coach on effective implementation of Targeted Universalism and leveraging funds of knowledge as it relates to the Instructional focus.
- Participate and Support in School Based Learning Walks with EQL look fors.
- Support with implementation of CRIOP, CLSP, Anti-racism continuum, Early Warning System Capacity Tool and SBERTs.

School Team Supports

Partner with School Leaders to:

- Coach on effective implementation of targeted universalism and leveraging funds of knowledge as it relates to the Instructional Focus to close gaps and accelerating learning of historically marginalized students.
- Provide School leaders with resources that addressed and affirms students and families lived experiences
- Support school based learning walks

Managers of Equity and Strategy aim to provide adaptive support to Boston Public School regions, school leaders, and educators with accelerating learning and increasing opportunities and access for our historically marginalized students through deepening anti-racist consciousness and implementing culturally and linguistically sustaining practices.

OAG Policy Consultations ***(Data Analysis & Accountability)***



- **Director of OAG Policy** - Currently vacant with hopes to hire within the next 3 weeks.
- Create an arc of consultations for 52 offices in BPS.
- Hired a consultant to support the Director of OAG Policy with consultations.
- Working with ODA to create a dashboard that captures each office's OAG goals, actions on the goals, and measures of progress on the goals.
- **Community of Learning and Practice** - OOG will gather department leads every 6-weeks for collaborative discussion and professional learning around their OAG policy goals and implementation within their work streams. *Waiting on approval from Chiefs and Superintendent.*