Boston Public Schools

Office of Opportunity Gaps Updates
OAG Task Force Meeting April 26, 2022

Yozmin Gay Draper
Assistant Superintendent, Office of Opportunity Gaps
# Office of Opportunity Gaps

## FY23 Budget

- **$1M Investment By Superintendent for FY23**

### Program Expenses

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<tr>
<th>Program Expenses</th>
<th>Amount</th>
<th>Rationale</th>
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| FY23 ANTI - RACIST STRATEGIC LEADERSHIP COHORT | $142,200 | ● Teacher Stipends / School Leader stipends  
● Consultant  
● Anti- Racist Schools Speaker Series  
● Program Evaluation  
● Program Supplies |
| FY23 INNOVATIVE & TARGETED PROGRAMMING | $247,003 | ● 1 Coordinator of Targeted Programming  
● Quality School Review/Equity Analysis  
● George B. Cox Data Scientist Fellow |
| FY23 OAG POLICY CONSULTATION | $97,003 | ● 1 OAG Policy Manager |
| ANTI-RACIST DISTRICT-BASED AND SCHOOL-BASED PROFESSIONAL DEVELOPMENT | $127,003 | ● 1 CLSP Liaison (School-based Equity Roundtable Professional Learning and Targeted Support) |
| FY23 Exam School Initiative | $78,045 | Fall/Spring  
● Teachers stipends  
● Senior Advisor/Consultant  
● SPED Coordinator  
● Content/ Curriculum Consultants  
● Program Supplies |
| FY23 Strategies 4 Success | $308,746 | Winter/Spring/Summer  
● District Liaison/Coordinator  
● Site Directors / Teachers  
● Content/ Curriculum Consultants  
● Auxiliary Staff (Special Education, EL supports)  
● Spring Student Intern |
Students and Families
Funds of Knowledge

ILT
Instructional Focus

Teacher Planning & Pedagogy

Student Learning Experience
**Where We’ve Been**

- Superintendent memo (Spring 2020) mandating SBERTs in every school.
- Creation of the SBERT handbook and Year at a Glance.
- SBERT Professional development and coaching offered from Office of Opportunity Gaps.

**Where Are We Now**

- Superintendent Circular: SBERT implementation will become district-wide accountability.
- Thought partnership with Edvestors and BU Wheelock on the development of the Progress Continuum and implementation plan.
- Development of a cross-functional implementation team (school leaders, parents, various department leads, etc)
- Hired Insight Education Group to project manage SBERT Implementation, support OG with design of professional learning, and provide targeted coaching and support for schools throughout the year.
- Managers of Equity & Strategy hired to provide targeted support to schools (In progress)
- OOG to use data analysis to monitor SBERTs effectiveness in schools directly informing district-wide strategy to close student gaps.
- Present SBERT Implementation to School Leaders and their teams on April 28th.
School-based Equity Roundtable

Feedback Cycle

Racial Equity Planning

Engaged with the Following Stakeholder/Collaborator Groups:

- Family Liaisons
- Academic Superintendents
- School Leaders
- Community Equity Roundtable (CERT)
- City-wide Parent Council (CPC)
- Racial Equity Seed Fund School Leaders (April 26th)

Upcoming feedback meetings:

- SPED PAC,
- School Leader Steering Committee,
- BTU
- BSAC
- OAG Task Force (Going deeper)
School Based Equity Roundtable Implementation Plan Progress

- April: Development of Implementation Plan and Progress Rubric
- May: Stakeholder (Collaborator Feedback Cycle)
- June: Hiring and Onboarding of Equity Managers
- July: Arc of Learning Development for the district and schools
- August: SBERT Circular communicated to the district as district accountability
- September: Targeted support and professional learning provided to schools by Insight Education Group and Equity Managers
- Targeted support and professional learning provided to schools by Insight Education Group and Equity Managers
- Planning for August Leadership Institute - SBERT as a District Focus
- OG Learning school visits to explore SBERT implementation to inform our strategy of support.
In quarter 1, review was conducted in 100% of all submitted OAG policy related goals. Used the insights to prioritize those goals and department activities that are most high leverage and district wide as they relate to instruction.

In quarter 2, in collaboration with Office of Strategy met with the most high priority/high leverage department leads (academic sand special education) who needed support in having their goals more closely tied to OAG policy or to identify more targeted goals.

Presently, in quarter 3 conducting ongoing coaching and consultation with departments who are actively working through the design and implementation of new processes and approaches which aim to deepen CLSP and anti-racist instructional and leadership practices.

Our Shift - Director of OAG Policy, Policy Manager, and Managers of Equity & Strategy will be assigned a cohort of district-offices as a targeted approach to policy consultation and implementation around department goals and REPT.
Recruitment and Retention of Teachers of Color

OOG Collaboration with Recruitment, Retention, and Cultivation (RCD)

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<th>Short-term Strategy</th>
<th>Long-term Strategy</th>
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<td>➔ <em>April 8th</em> planning meeting with RCD to design a virtual 2-day conference focusing on HBCU and Hispanic-serving Institutions recruitment</td>
<td>➔ Assess our present pipeline programming to tweak, adjust, and/or scale for more traction with recruitment and retention.</td>
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<td>➔ Collaborating with the City’s Equity Office on a city-wide retention strategy (developing)</td>
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Hiring Timeline for Current Vacancies

- Coordinator of Targeted Programming
- (2) Manager of Equity & Strategy
- Executive Director of Immigrant and Targeted Populations

Hiring Timeline for OOG Coordinator and Manager Positions

**MARCH 15-25**
OOG Selection Panel establishes interview questions and protocol. Candidates are interviewed by panel and re-ranked by March 23. Top 3 are invited to advance to next round (Perf Task). Content of Performance Task is drafted by OOG panel. Performance Task Team assembled by March 25.

**APRIL 12-18**
2 Final Candidates meet with Y. Draper for final interview by April 15. OOG Selection Panel identifies the top candidate by April 18.

**MARCH 10-15**
Gather all available applications. OOG Selection Panel will review and rank applicant based on given criteria. Top 5 candidates are contacted to confirm interest by 15 March. Remaining unsuccessful candidates contacted.

**MARCH 25-APRIL 11**
Logistics of the Performance Task set up. Performance Task scheduled and conducted by Performance Task Team by April 10. Top 2 candidates invited to final round by April 11.

**APRIL 18-20**
Y Draper to present offer to the finalist and communicate with unsuccessful candidates by April 19. Y Draper & A. Onamade to begin hiring process with OHC by April 20.