



Boston Public Schools

Office of Opportunity Gaps Updates

OAG Task Force Meeting April 26, 2022

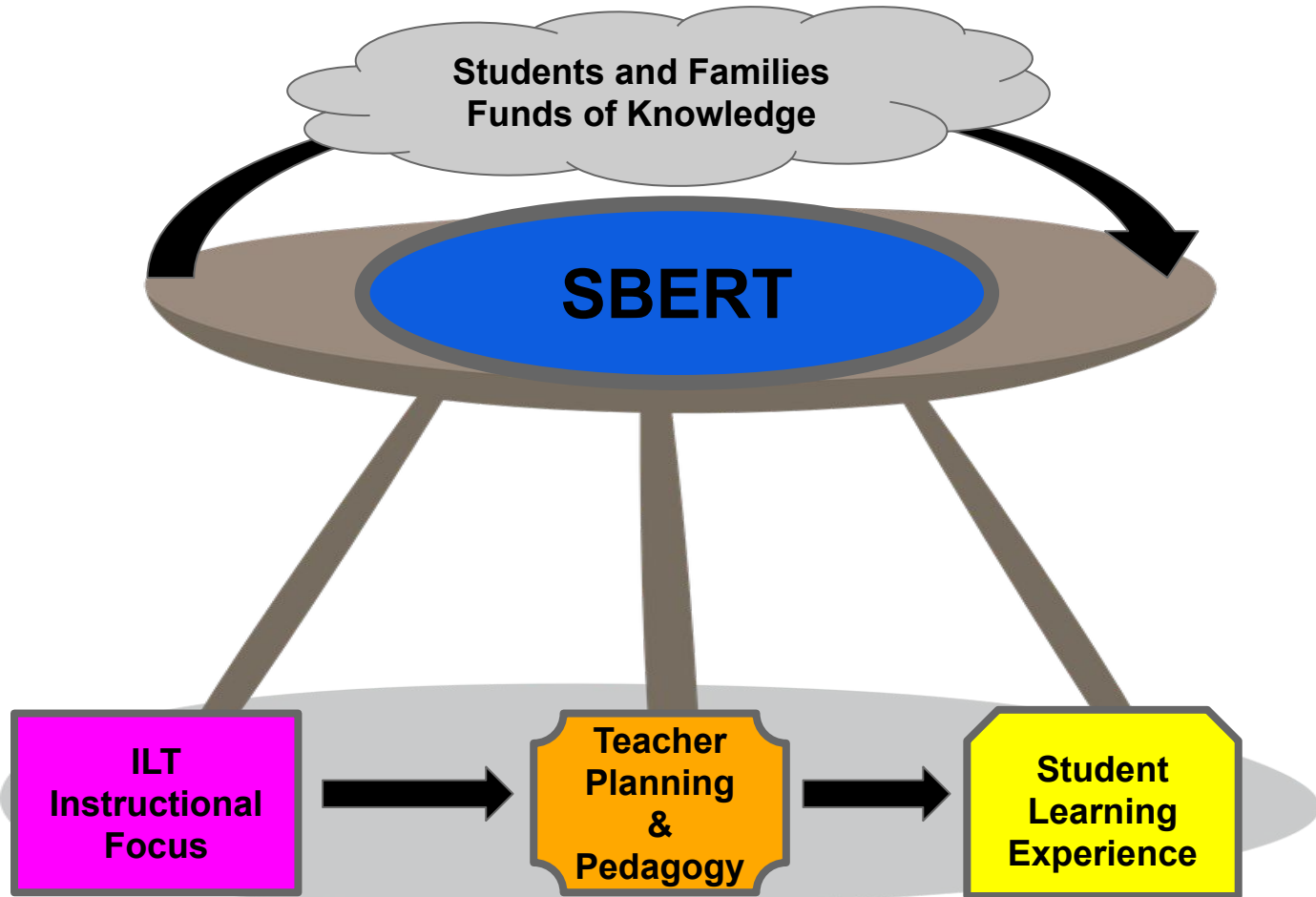


Yozmin Gay Draper
Assistant Superintendent, Office of Opportunity Gaps

Office of Opportunity Gaps FY23 Budget

- \$1M Investment By Superintendent for FY23

Program Expenses	Amount	Rationale
FY23 ANTI - RACIST STRATEGIC LEADERSHIP COHORT	\$142,200	<ul style="list-style-type: none"> • Teacher Stipends / School Leader stipends • Consultant • Anti- Racist Schools Speaker Series • Program Evaluation • Program Supplies
FY23 INNOVATIVE & TARGETED PROGRAMMING	\$247,003	<ul style="list-style-type: none"> • 1 Coordinator of Targeted Programming • Quality School Review/Equity Analysis • George B. Cox Data Scientist Fellow
FY23 OAG POLICY CONSULTATION	\$97,003	<ul style="list-style-type: none"> • 1 OAG Policy Manager
ANTI-RACIST DISTRICT-BASED AND SCHOOL-BASED PROFESSIONAL DEVELOPMENT	\$127,003	<ul style="list-style-type: none"> • 1 CLSP Liaison (School-based Equity Roundtable Professional Learning and Targeted Support)
FY23 Exam School Initiative	\$78,045	<p>Fall/Spring</p> <ul style="list-style-type: none"> • Teachers stipends • Senior Advisor/Consultant • SPED Coordinator • Content/ Curriculum Consultants • Program Supplies
FY23 Strategies 4 Success	\$308,746	<p>Winter/Spring/Summer</p> <ul style="list-style-type: none"> • District Liaison/Coordinator • Site Directors / Teachers • Content/ Curriculum Consultants • Auxiliary Staff (Special Education, EL supports) • Spring Student Intern



School-based Equity Roundtable Implementation

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

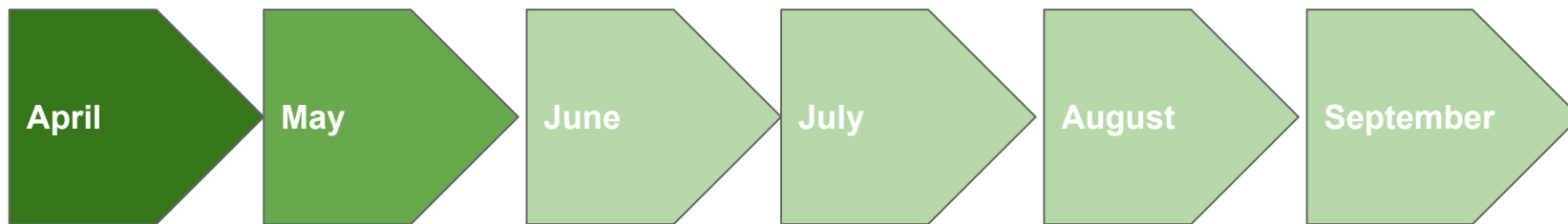
Engaged with the Following Stakeholder/Collaborator Groups:

- 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



- ❖ Development of Implementation Plan and Progress Rubric
- ❖ Stakeholder (Collaborator Feedback Cycle)
- ❖ Hiring and Onboarding of Equity Managers
- ❖ Arc of Learning Development for the district and schools
- ❖ SBERT Circular communicated to the district as district accountability
- ❖ 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.

OAG Policy Consultations for Accountability

District-wide OAG Policy Consultation

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)

Short-term Strategy

- *April 8th* planning meeting with RCD to design a virtual 2-day conference focusing on HBCU and Hispanic-serving Institutions recruitment
- Collaborating with the City's Equity Office on a city-wide retention strategy (developing)

Long-term Strategy

- Assess our present pipeline programming to tweak, adjust, and/or scale for more traction with recruitment and retention.

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

