



Boston Public Schools

FY21 Budget: Commitment 1 Eliminate Opportunity & Achievement Gaps - OAG Alignment & Wraparound Supports

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Every child, in every classroom, in every school of the Boston Public Schools system has the same opportunity to achieve the greatness within them as anybody else.





Student
\$9M

A strong foundation for student success and more support to connect families to resources and information.



Teacher
\$12M

Increase teachers' skill through coaching and consistent feedback and developing high-quality curriculum.



Content
\$15M

Raise the bar on student learning with high-quality learning materials, resources and improved learning environments.

Overview of the Fiscal Year 2021 Budget Proposal

\$80M

We expect Mayor Walsh's Fiscal Year 2021 Budget Proposal to include an \$80M increase for BPS.

\$36M

New investments directly in school budgets or school services budgeted centrally above and beyond standard cost increase.

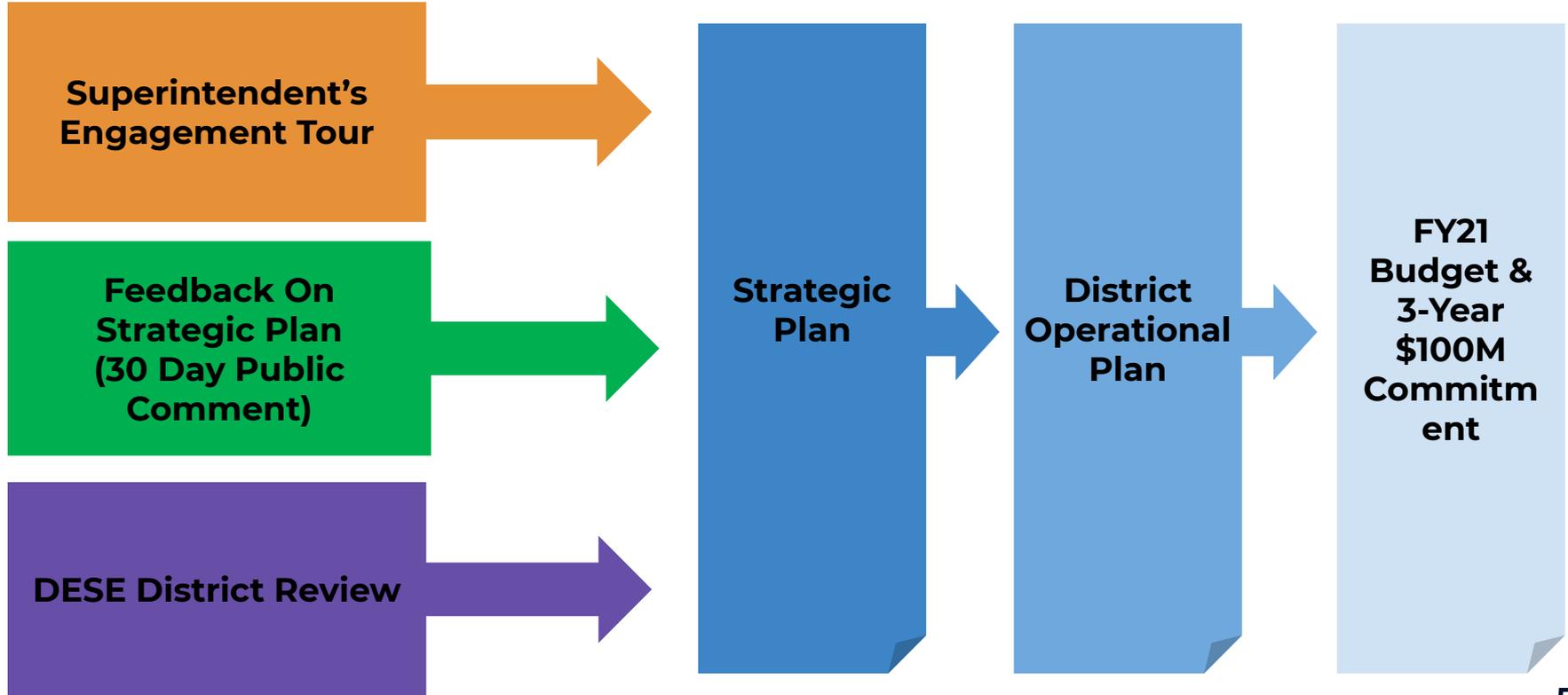
\$44M

Estimates for standard cost increases, including existing student services, cost of new BTU contract and operations.

\$1.3B

Proposed General Fund Budget for the Boston Public Schools in FY21.

Multiple inputs informing our cohesive plan for moving the District forward



Strategic Plan Commitments and Priorities

COMMITMENT 1 Eliminate Oppr. & Achievement Gaps	COMMITMENT 2 Accelerate Learning	COMMITMENT 3 Amplify all Voices	COMMITMENT 4 Expand Opportunity	COMMITMENT 5 Cultivate Trust	COMMITMENT 6 Activate Partnerships
1.1: policies, plans, and budgets align to OAG policy	2.1: secondary school redesign	3.1: engage youth voice in decision-making	4.1: fund all schools to meet the unique needs of high-need students	5.1: hire, support and retain diverse staff and address barriers to retaining staff of color	6.1: high-quality out-of-school time programming for all students
1.2: workforce diversity	2.2: inclusive learning opportunities	3.2: engage parent voice in district-level decision making	4.2: improve funding formulas for equitable distribution of resources	5.2: restructure central office to ensure child and family friendly services	6.2: partner with organizations on youth and skill development
1.3: curriculum bias review					
1.4: EL support and LOOK Act	2.3: well-rounded liberal arts education (arts, science, literacy, world language, P.E., health Ed., civics, athletics, and technology)	3.3: partner with families in school improvement and student learning	4.3: organizational effectiveness an excellence and define foundational academic and support services	5.3: support and hold school leaders accountable inclusive, CLSP, high-performing schools and teacher leadership	6.3: partner with organizations for student support, college readiness, dual enrollment, and early college during school day
1.5: CLSP and Ethnic Studies					
1.6: monitor OAG policy implementation - schools and central	2.4: implement universal pre-kindergarten	3.4: increase feedback systems for families to central office	4.4: implement Build BPS to ensure equitable pathways and connectors between schools	5.4: BPS a place where educators and staff want to be employed	6.4: champion college and career awareness
1.7: code of conduct implementation disproportionality	2.5: rigorous and consistent elementary learning experiences	3.5: engage teachers, staff, families, and students in school site council	4.5: central office collaboration with partners	5.5: revamp central office operations: transportation, registration, nutrition services	6.5: engage key partners in decision-making to promote year round wrap around services
1.8: health and social contributors to opportunity gaps	2.6: reduce chronic absenteeism - joyful and engaging classrooms	3.6: publicly share implementation of district's engagement standards	4.6 WiFi services to BPS Families most in need, so we are all connected.	5.6 increase transparency and accountability with new data tools, dashboards, reporting.	6.6 Design and implement year-round opportunities with partners to promote opportunity.
1.9: support in low performing schools	2.7: safe and supportive learning spaces	3.7 engage families & community in decision making: texts, online, surveys, and calling.			
1.10: special needs student support/ inclusion/ disproportionality	2.8: comprehensive district-wide professional development plan				
1.11 1:1 technology for opportunity for remote learning to BPS students grades 3-12.	2.9 remote learning opportunities year-round o prevent learning loss and provide opportunities to accelerate learning.				



Commitment 1: Eliminate Opportunity and Achievement Gaps

Excelled Student Outcomes

ANCHOR GOAL #1 BPS graduates will be ready for success in college, career, and life.

“Every student - regardless of race, ethnicity, gender, disability, sexual orientation, religion, citizenship status, socioeconomic status, or zip code - deserves an excellent, culturally and linguistically relevant education and opportunities that help them achieve their full potential. BPS serves highly talented students who are impacted by social, systemic and social barriers, and racism in and outside of school.”

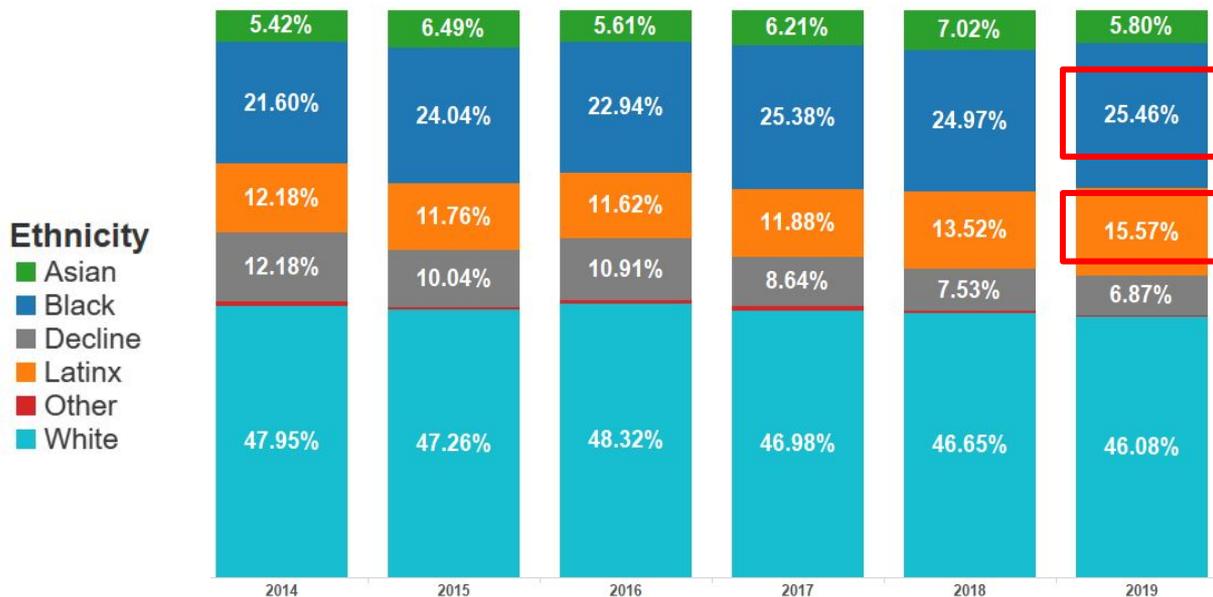
- BPS Strategic Plan

Strategic Plan Commitments and Priorities

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**Commitment 1,
Priority 2:
Hire and retain a
workforce
that reflects the
racial, ethnic, and
linguistic diversity
of the students
and families we
serve.**

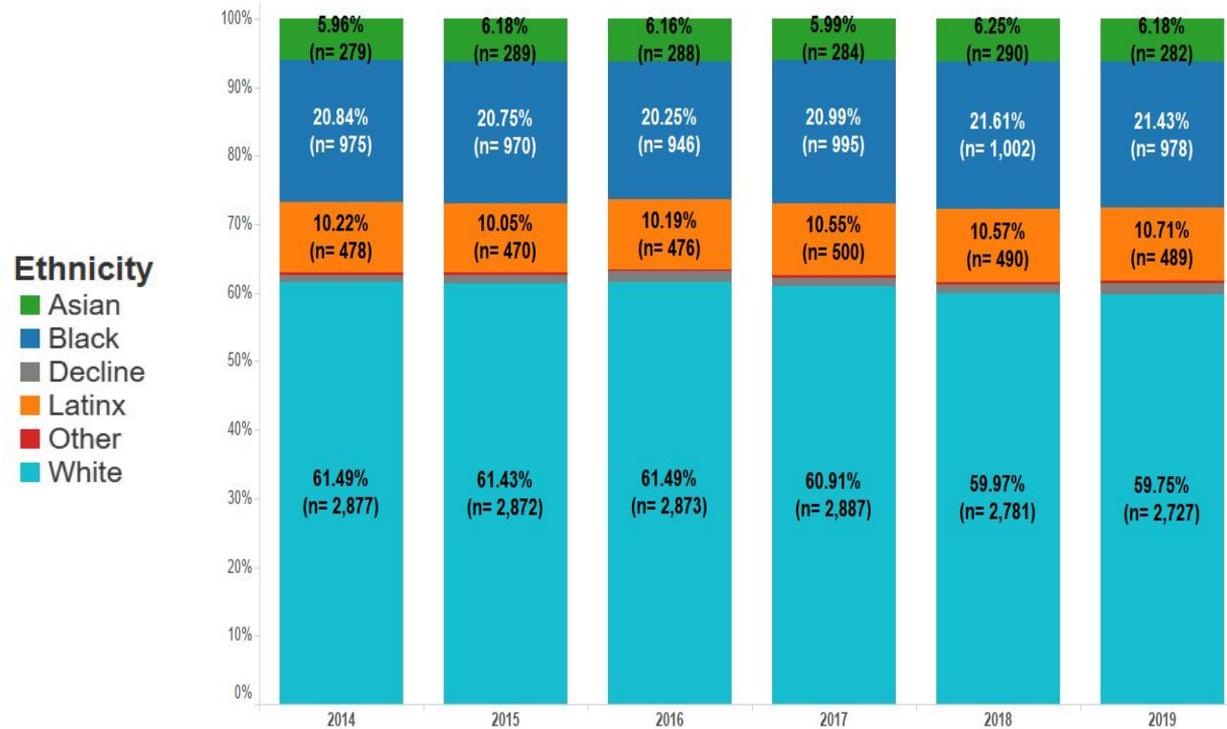
**Over the past six years, BPS has increased its
% hiring of educators of color**



Total Educator Hires	1,051	986	981	1,111	969	931
% Educator Hires of Color	39.9%	42.7%	40.8%	44.4%	45.8%	47.0%

**Commitment 1,
Priority 2:
Hire and retain a
workforce
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racial, ethnic, and
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BPS has maintained a diverse educator workforce over time



Total Educators	4679	4,675	4,672	4,740	4,637*	4,564*
% Educators of Color	37.42%	37.35%	36.92%	37.91%	38.80%	38.58%

*Note: Approximately 200 school-based employees were reclassified from teachers to specialized itinerant service providers between 2017 and 2018, and an additional 60 between 2018 and 2019.

**Commitment 1,
Priority 3:
Curriculum Bias
Review**

And

**Priority 5: CLSP
and Ethnic
Studies**

The Academics Division's Goals to eliminate of opportunity and achievement gaps

1. Decrease variability in quality of instruction districtwide by implementing an articulated Academic Strategy
2. Build Teacher Capacity to Address Unfinished Teaching and Learning and Effectively Engage Students
3. Address systemic issues through strategic policy change

Goal 1: Decrease variability in quality of instruction districtwide by implementing an articulated Academic Strategy

Specific Workstreams:

1. Adopt High Quality, Culturally Relevant Instructional Materials
 - a. Invest in adoption, coaching, and implementation support
 - b. All subjects, all grades
 - start with literacy, K-8
2. Adopt high quality instructional materials for ESL, SLIFE and dual language programs
3. Invest in high impact, culturally & linguistically sustaining programs: ethnic studies, multilingual/dual language



Division-wide Goal 1: Overview

Goal 2: Build Teacher Capacity to Address Unfinished Teaching and Learning and Effectively Engage Students

Workstream Detail:

1. Common Observation/Feedback Frameworks and Tools
2. Peer Led Learning: Telescope Network
3. Job Embedded Coaching
4. Connected District Professional Learning



**Division-wide
Goal 2:
Overview**

Goal 3: Address systemic issues through strategic policy change

Workstream Detail:

1 - Adopt MassCore as our district graduation requirement (May 2020 for September 2021 launch)

2 - LOOK Act Implementation (to be addressed this afternoon) (June 2020)

3 - Mastery/Competency-Based Grading and Transcribing Policy Reform (December 2020)



**Division-wide
Goal 3:
Overview**

Commitment 1 Priority 6: monitor progress & OAG policy implementation -schools and central

Boston Public Schools Opportunity and Achievement Gaps Policy



Implementation Structures

- Divisions
- Department Teams
- Cross-departmental Teams
- Steering Committees
- Working Groups

School Supports

- Frameworks
- Expectations
- Resources for effective school implementation

Regional School Support Teams for communication, coherence, and school support deployment

Giving all students the opportunity to make academic progress

The Code is designed to emphasize the importance of creating safe, welcoming school environments that support student learning.

BPS is undergoing an update to the Code of Conduct to include:

- More alignment with our understanding of Social-Emotional Learning in collaboration with our Health & Wellness department
- Aligned with the best practices of Restorative Justice
- Less legal language
- A document that is relatable to families

Commitment 1.7: Code of Conduct Implementation, Disproportionality



**Commitment 1,
Priority 8:
Develop capacity
to address health
and social
contributors to
opportunity gaps**

Creating Full-Service Hub Schools where every child can thrive

Social Workers, Nurses, School Psychologists, and Family Liaisons coordinate services and support staff to serve students more effectively in the classroom

One-to-One

Individual student support and high-leverage interventions for highest needs students.

Small Group

Leveraging partners and staff to provide small group and targeted supports to students.

Whole School

Staff training in order to support all students by developing culturally-responsive, positive, whole school rituals, routines, habits, and norms.

Behavioral Health Services

Our goal is to meet the behavioral health needs of ALL BPS students by providing direct services and supports to students and staff across a continuum of prevention, early interventions and intensive services.

Commitment 1, Priority 8:

**Develop capacity
to address health
and social
contributors to
opportunity gaps**



Direct Services:

- 3,219 evaluations
- 3,589 IEP Meetings
- 1,169 individual crisis interventions
- 9,947 consultations
- 524 Risk Assessments



Capacity Building Services:

- 107 Teacher Trainings
- Resource Development
- Universal Behavioral Health Screening
- Partnership development

School nurses bridge healthcare & education through care coordination, advocacy for quality student-centered care, and collaboration



Commitment 1, Priority 8: Develop capacity to address health and social contributors to opportunity gaps

Every school will have a full time nurse in September!

Direct Services:

- Equity & Acuity Based FTE increases: added 27 FTE since SY18-19
- Vision for Boston *pilot*: Students in 13 schools received eye exams & free glasses
- Menstrual Access: 100K investment for students in grades 6-12.

Capacity Building:

Promote equity, address disparities in student populations by:

- Improve access to services in the community;
- Developing high-quality programs using trauma & resilience informed approaches; and
- Utilizing high-level partnerships for professional development and strengthening district resources

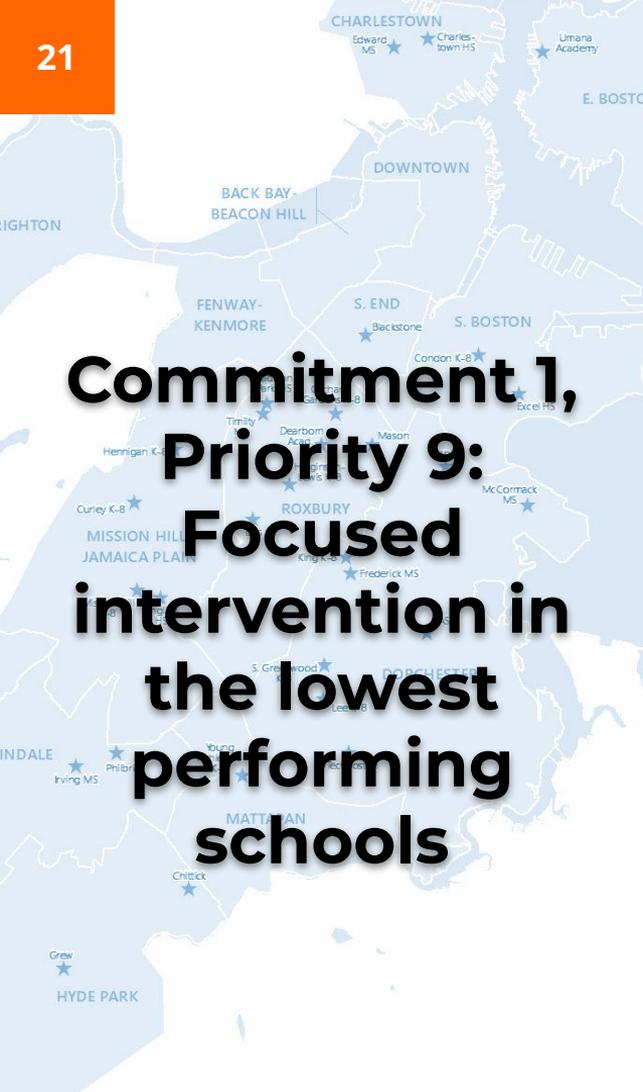
Commitment 1, Priority 8: Develop capacity to address health and social contributors to opportunity gaps

Building capacity - Building systems - Building healthier schools

The Office of Health & Wellness provides direct support to school staff through professional development, instructional coaching, technical assistance and student-focused resources, and leads the implementation & evaluation of the Wellness Policy. We aim to improve the quality, quantity & equity of all OHW programs:



- ★ **92** Professional Development opportunities reaching **111** schools including **600+** teachers and **500+** support staff
- ★ **1,000** Coaching sessions in **91** schools reaching nearly **300** teachers
- ★ **All Schools** reached with Technical Assistance from OHW program areas
- ★ **\$425,000** in resource dissemination **directly to schools**



**Commitment 1,
Priority 9:
Focused
intervention in
the lowest
performing
schools**

Our strategy will increase quality across the City

64

Additional Teaching positions, including 24 FTE for Art, Music, and PE.

94

Additional Paraprofessional positions, the result of inclusion expansion and a full-time position in every K2 classroom.

126

Positions added to improve the student experience and support the whole child and whole family, including:

- 47 Social Workers
- 42 Instructional Facilitators, and
- 37 Family Liaisons

A photograph of two young students, a boy and a girl, looking intently at a laptop screen. The boy is on the left, and the girl is on the right, wearing glasses. The image is overlaid with a blue tint and white text.

**Commitment 1,
Priority 11:
Provide 1:1
opportunity to
every BPS
student grade
3-12**

Rapidly expanding student access to technology

Technology is an essential tool used everyday in a multitude of ways, by everyone, and must be prioritized.

- 58% of BPS chromebooks will be beyond end of life by June 2020.
- Purchase and management of student technology, including:
 - 1:1 computing for students in grades 7-12.
 - 2:1 computing for students in grades 3-6.
 - 3:1 computing for students in grades K0-2.
 - 40,000 new student devices.

Ensuring Budget Equity & Transparency

We provide extensive information online, including:

- All FY21 Budget Presentations
- An interactive tool to explore budgets: [bostonpublicschools.org/explorebudget](https://www.bostonpublicschools.org/explorebudget)
- FY21 Weighted Student Funding (WSF) School-by-School comparison
- WSF Templates for all schools
- FY21 preliminary general fund account code budget

For more information, please visit:

www.bostonpublicschools.org/budget

Upcoming Budget Hearings

Date	Topic
Tuesday, April 14, 10:00AM:	BPS Overview Presentation
Tuesday, April 14, 1:00PM:	BPS School Budgets
Tuesday, May 5, 10:00AM:	BPS Commitment #1, Part I: Eliminate Opportunity & Achievement Gaps – Overall Alignment & Wraparound Supports
Tuesday, May 5, 1:00PM:	BPS Commitment #1, Part II: Eliminate Opportunity & Achievement Gaps – Specialized Academic Supports
Tuesday, May 19, 10:00AM:	BPS Commitment #2: Accelerate Learning
Tuesday, May 19, 1:00PM:	BPS Commitment #3: Amplify All Voices BPS Commitment #4: Expand Opportunity BPS Revolving Funds
Tuesday, May 26, 10:00AM:	BPS Commitment #5: Cultivate Trust
Tuesday, May 26, 1:00PM:	BPS Commitment #6: Activate Partnerships
Tuesday, May 26, 6:00PM:	BPS Public Testimony