

Student Opportunity Act Strategic Planning Working Session

March 2, 2020



*The hardest
working
district!*



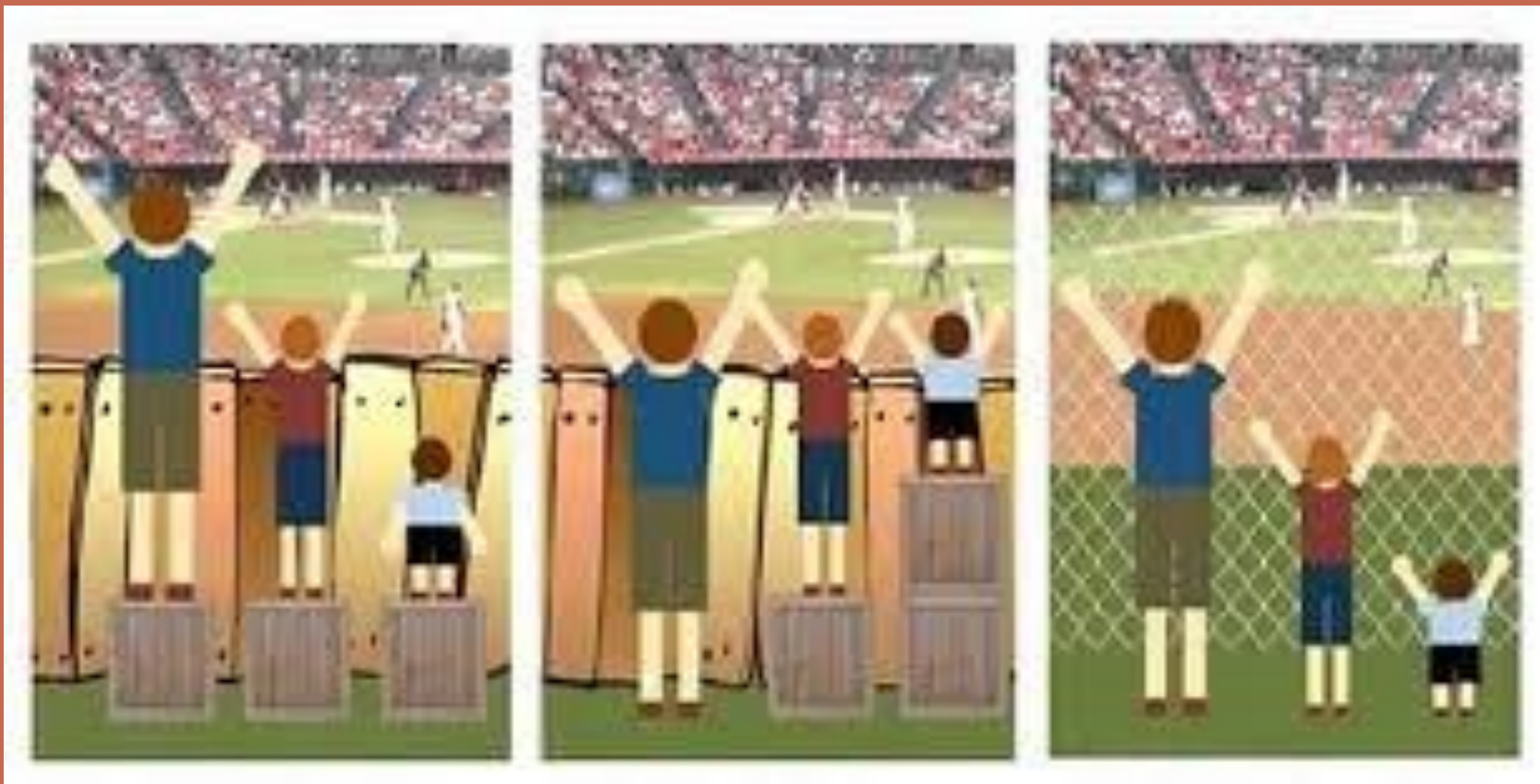
Welcome!

Student Opportunity Act



- MA House and Senate unanimously approved an overhaul of the state's funding formula for public education, infusing \$1.5 billion into school districts over the next seven years
- The purpose is to tackle disparities in student outcomes by providing a more equitable distribution of funds for school systems with larger percentages of high need students, focusing on traditionally marginalized populations

Equality Vs. Equity



Student Opportunity Act



The Student Opportunity Act (Chapter 132 of the Acts of 2019) requires districts to submit 3-year, evidence-based plans to:

1. Identify evidence-based programs that will be implemented to reduce disparities among student subgroups
2. Outline how funding will be used to implement the plan
3. Establish targets and outcome measures for addressing persistent achievement disparities among student subgroups
4. Specify ongoing plans to effectively engage families

Student Opportunity Commitments



STUDENT OPPORTUNITY COMMITMENTS to close opportunity and achievement gaps among student subgroups are to:

1. **Intentionally focus on student subgroups** (who are not achieving at the same high levels as their peers)
2. **Adopt, deepen or continue specific evidence-based programs to close opportunity and achievement gaps** for student subgroups and **allocate resources** to support these programs
3. **Monitor success in reducing disparities in achievement among student subgroups** over three years with a small number of metrics and targets
4. **Engage families, particularly those families representing student subgroups** most in need of support, about how best to meet their students' needs

17 Examples of Evidence-Based Strategies



Enhanced Core Instruction

1. Expanded access to full-day, high-quality Pre-K for 4-year-olds, including potential collaboration with other local providers
2. Research-based early literacy programs in Pre-K and early elementary grades
3. Early college programs focused primarily on students under-represented in higher education
4. Supporting educators to implement high-quality, aligned curriculum
5. Expanded access to career-technical education, including “After Dark” district-vocational partnerships and innovation pathways reflecting local labor market priorities

Targeted Student Supports

6. Increased Personnel and services to support holistic student needs
7. Inclusion/co-teaching for students with disabilities and English Learners
8. Acceleration Academies and/or summer learning to support skill development and accelerate advanced learners
9. Dropout prevention and recovery programs

17 Examples of Evidence-Based Strategies



Talent Development

10. Diversifying the educator/administrator workforce through recruitment and retention
11. Leadership pipeline development programs for schools
12. Increased staffing to expand student access to arts, athletics, and enrichment, **AND** strategic scheduling to enable common planning time for teachers
13. Strategies to recruit and retain educators/administrators in hard-to-staff schools and positions

Conditions for Student Success

14. Community partnerships for in-school enrichment and wraparound services
15. Parent-teacher home visiting programs
16. Labor-management partnerships to improve student performance
17. Facilities improvements to create healthy and safe school environments

Tonight's Agenda



What are we doing tonight and how will it inform the 3-year plan?

1. Identify needs

- a) **Review district data to identify disparities in student outcomes**
(who are not achieving at the same high levels as their peers)

2. Recommend areas of focus

3. Recommend strategies to close opportunity and achievement gaps for student subgroups

4. Recommend ideas for effective family engagement opportunities for families of student subgroups

Data-based Decisions



1. Increase Capacity
2. Restructure/Redesign
3. Add Resources

Increase Capacity



1. Coaching...

Restructure

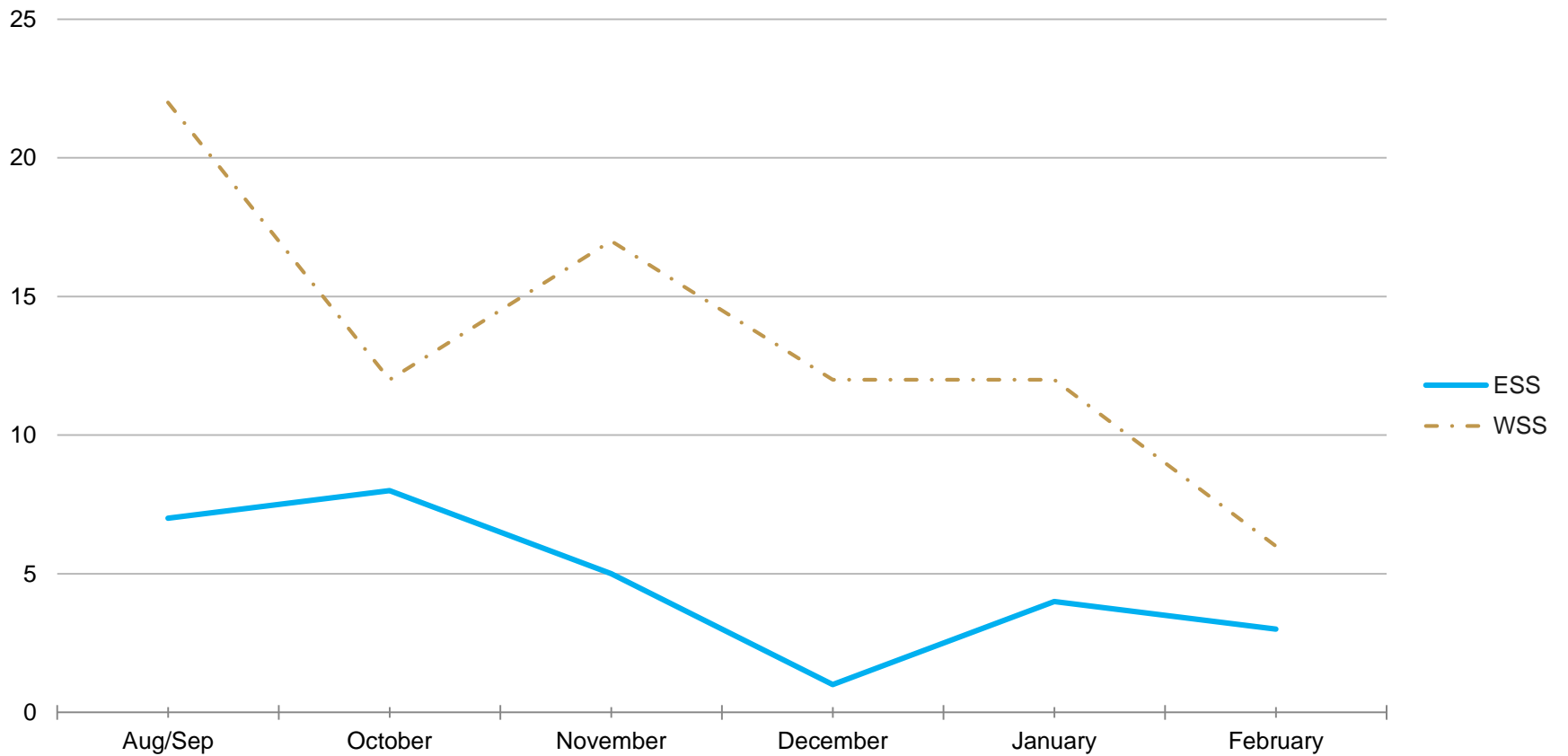


1. Redesign – RBT Story

Add



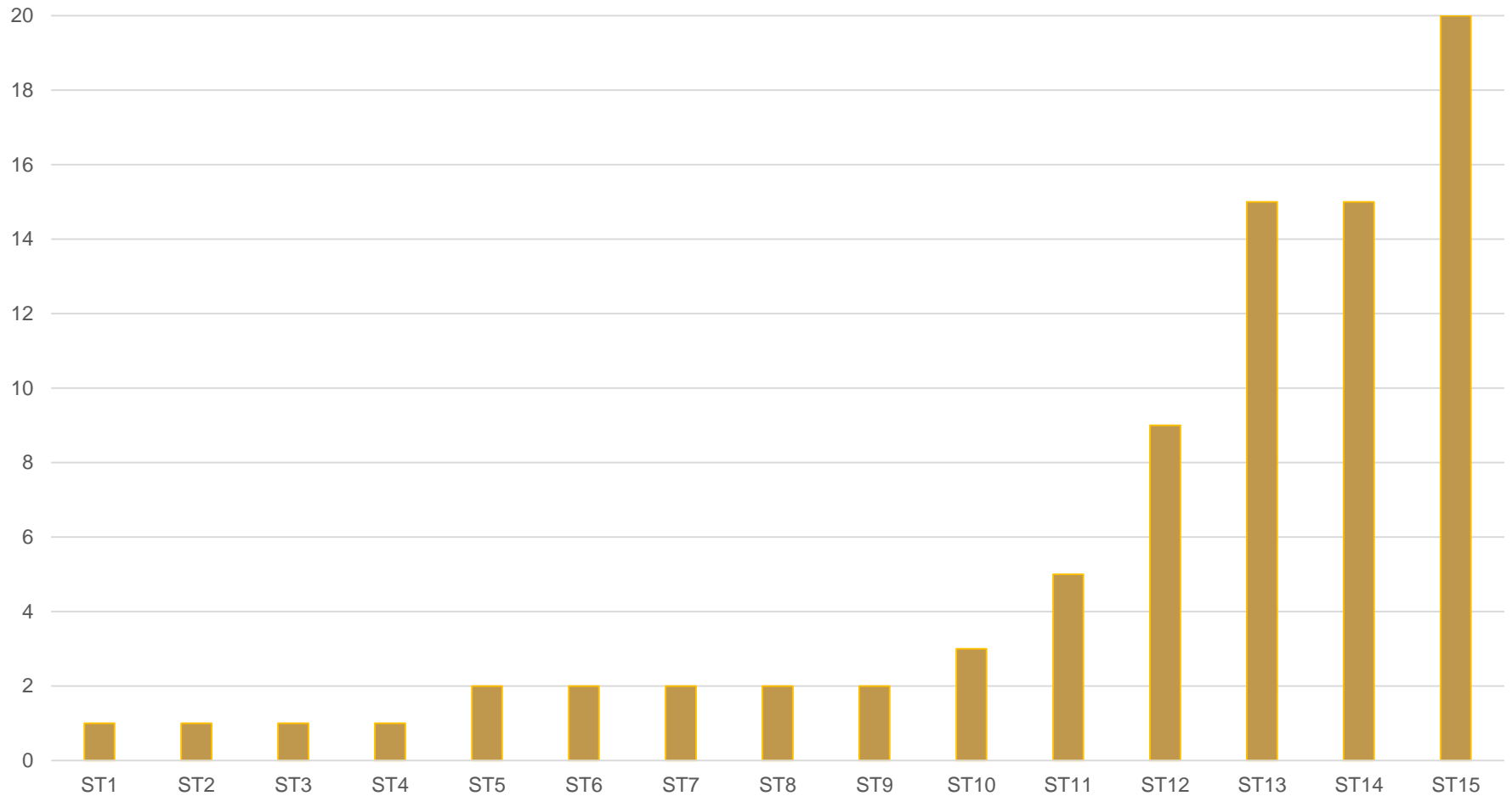
Student Aggression Towards Staff 2019/20



Add



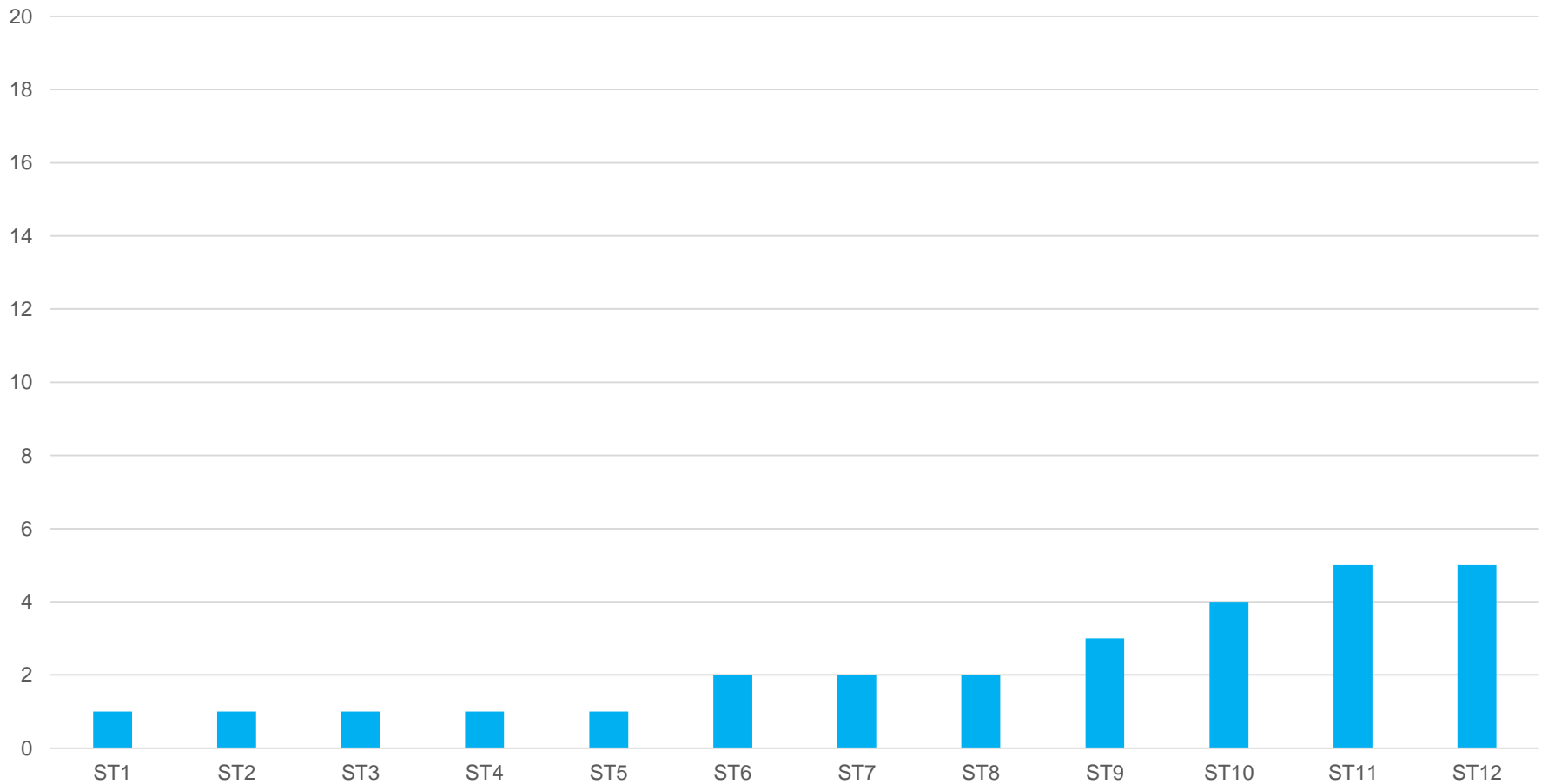
of Incidents @ Waterford Street School by Student



Add



of Incidents @ Elm Street School by Student



Add



Social/Emotional Needs this year

- Paraprofessionals Added as needed
- Building-based Adjustment Counselor
- Building-based BCBA/PBIS Coordinator
- Tutor added at WSS
- Special Education Teacher at ESS

Data Informed Decision Making



Group Norms



1. Be Present in the Conversation (Active listening, no cell phones)
2. One person talks at a time; no side discussions
3. The goal is not to agree -- it is about hearing and exploring divergent perspectives
4. Pause (Silence is Okay!)
5. Speak from your own experience instead of generalizing ("I" instead of "they," "we," and "you")
6. Participate to the fullest of your ability – the process depends on the inclusion of every individual voice
7. E.L.M.O.

Let's Begin



- 1. Small Group Data Analysis Break-Outs (45 minutes)**
 - a) Discipline Data**
 - b) Literacy Data**
 - c) Mathematics Data**
 - d) Advanced Coursework Data**
 - e) Graduation/Dropout Rate Data**
- 2. Each group will review data to respond to Data Analysis Question Sheet**
- 3. Each group will report out to the whole group**

Whole Group Share



- 1. Each group will report out to the whole group**
 - a) Name the category of data your group analyzed**
 - b) Describe the disparities you identified**
 - c) Share the sevidence-based strategies that aligned with the disparities of your data category**
 - d) Share your recommendations for strategies to include in a 3-year budget plan.**

Next Steps and Important Dates



1. **Plan Development (1st Week of March)**
2. **School Committee Vote (March 9, 2020)**
3. **Submit Plan to DESE (April 1, 2020)**
4. **Begin Plan Implementation (2020-2021 School Year)**

The Final Plan will be posted to the District website:
www.gardnerk12.org (Upon School Committee Vote)



Thank You!!!!