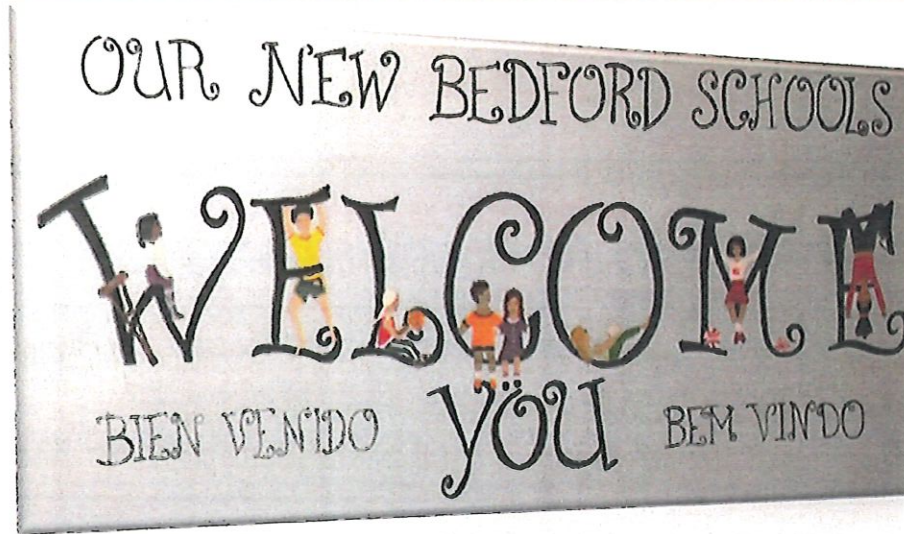


NEW BEDFORD PUBLIC SCHOOLS



THOMAS ANDERSON
SUPERINTENDENT



SUPERINTENDENT UPDATE

**SCHOOL COMMITTEE MEETING
JANUARY 13, 2020**

KNOWING VS. DOING: SIMPLIFY AND CLARIFY

Superintendent Update: SC Meeting 1.13.20

THE FOUNDATION

NEW BEDFORD PUBLIC SCHOOLS GOALS

- I. **High Quality Instruction:** Increase student achievement by strengthening teaching and learning.
- II. **Effective Student Support Systems:** Create an inclusive, culturally responsive learning environment.
- III. **Strong Family / Community Relationships:** Empower families and the community through collaboration.
- IV. **Organizational Team Excellence:** Cultivate and recruit a highly skilled workforce.
- V. **Public Confidence and Pride:** Implement effective strategies to raise the profile and reputation of NBPS.

Embedded focus areas: Equity, Operations, Data/Accountability Measures

Superintendent Update: SC Meeting
1.13.20

2



SUPERINTENDENT UPDATE

- **Items**
- Superintendent Goals
- Instructional Points
- Operational

Superintendent Update: SC Meeting 1.13.20

3

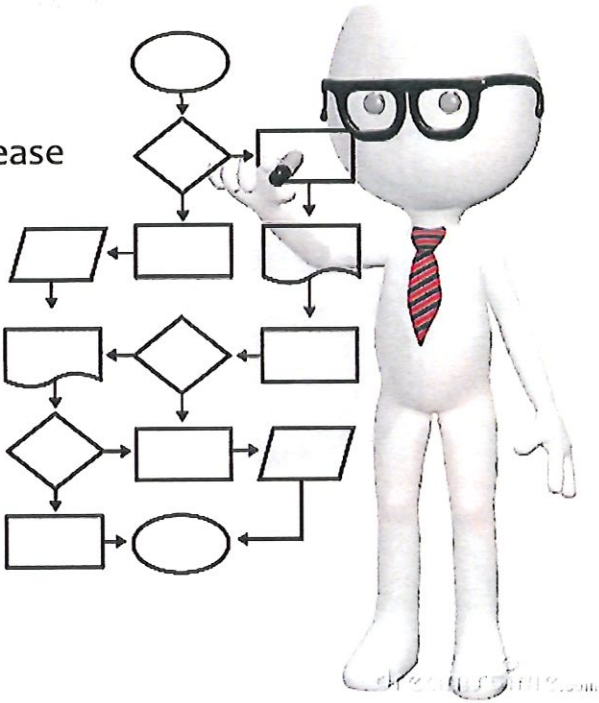
SUPERINTENDENT GOALS

Superintendent Goals:

- 1. Professional Practice
- 2. NBPS Exit Lowest 10% of Districts
- 3. Graduation Increase
- 4. NBPS Enrollment increase
- 5. Reduce Chronic Absenteeism
- 6. Advanced Placement Score Increase
- 7. SAT Score increase: 957 to 1059

Project Based:

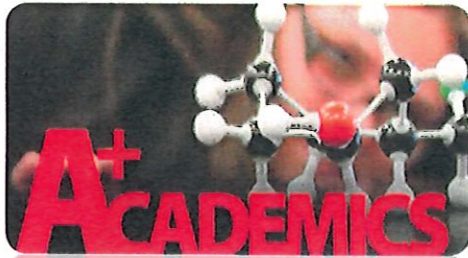
- Magnet Program at NBHS
- Capital Maintenance Plan
- Athletics Plan



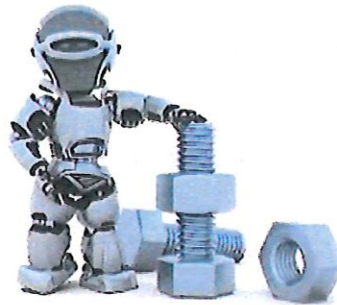
THE PARALLEL FOCUS . . .

LEADING ALL ASPECTS

Instructionally (depth)



Operationally (effective)



Culturally (healthy)



Consistently Communicate and Collaborate

SINGLE KEY FACTOR FOR SUCCESS

Relationships

“The single factor common to **successful change** is that relationships improve. If relationships remain the same or get worse, ground is lost. In complex times, emotional intelligence is a must.”

(Goleman, Boyatzis, & McKee, 2002)



SUPERINTENDENT GOALS

Professional Practice GOAL 1

Participate in conferences, workshops and meetings. Continue to develop skills in strategy development, data analysis, building leadership team's capacity and instructional leadership by participating in at least 4 state-wide, regional and/or national conferences and workshops by June 30, 2020.

Key Actions:

- Attend and present at workshops, local sessions
- Participate in national and local workshops and/or conferences
- Engage Department of Education to maintain communication

Benchmarks:

- Information received at the workshop / conference (calendar documents)
- Effective implementation of relevant strategies and use of other resources acquired during the sessions
- Share information with School Committee as it relates to strategy and other relevant areas that will positively impact NBPS

SUPERINTENDENT GOALS

District Improvement GOAL 2

Exit Lowest 10% of School Districts

Implement effective practices to increase student performance on MCAS (ELA, math and science) which are aligned to the district plan by keeping the district moving forward by refining and implementing the District Action Plan while accessing ESE support. Exit lowest 10% of school districts.

Data Points:

LOWEST 10% - REMOVAL by DESE

- Work to increase student performance so NBPS is no longer under oversight by the Department of Elementary and Secondary Education by the beginning of school 2021-2022 so that NBPS is not ranked in the bottom 10% of school districts for purposes related to the charter cap.

Key Actions:

- Effectively implement the district action plans and make appropriate adjustments
- Effectively oversee individual school action plans; strategically evaluate data and provide support
- Ensure that school data meetings effectively address targeted metrics
- Superintendent will conduct 4 – 5 School STAT meetings by June 2020

Benchmarks:

- Mid-year benchmark assessment data
- School STAT meeting information

SUPERINTENDENT GOALS

Student Achievement Goal 3

Graduation Increase

Ensure that supports are in place to raise the district's graduation rate (multi-year): Focus on the key leverage areas that impact graduation beginning in high school through 6th grade.

Target (85%): (New Bedford HS): increase each year to close the gap between NBHS and state average of 87.9%

- 4-year cohort: current 76% (increase of 4% from 2017)
- Overall: current 67.9% (increase of 2.9% from 2017)

Key Actions:

- Effectively review all course pass rates
 - a. Support school in implementing supports to increase 9th grade pass rates
- Review School Strategic Plans to assess progress and NBPS data points
 - a. Support school in implementing supports

Benchmarks:

- Grow 10% from the baseline with a target of 80% course pass rates
- 9th grade pass rates increase
- Monitor attendance with attention on 9th and 10th grade (based on targeted groups)

SUPERINTENDENT GOALS

District Improvement GOAL 4

District Enrollment Increase

Effectively and efficiently, engage parents and the community (multi-year): Enhance the overall communication process among all stakeholders. We have embraced in person outreach and relationship building to convey the quality programs that currently exist in schools. This goal will focus on transforming our district communication model to better serve our parents and improve the perception and reputation of New Bedford Public Schools.

Target: 2019-2020 school data will serve as the baseline data. We will assess the number of potential students and determine an appropriate target % based on prior years. NBPS current 8th grade numbers will be used and will include other eligible schools (i.e., charter schools, private, parochial, independent and surrounding district)

Key Actions:

- Work with City Planner Office to assess birth rates and city population
- Ensure school outreach events target transition grades (4, 5, 7 and 8) at NBPS middle schools and neighboring districts through the Choice process. Meet with community organizations 3 – 4 times and as needed throughout the year to highlight school progress
 - Market to non-NBPS schools to increase matriculation (i.e., charter schools, private, parochial, independent and surrounding districts)
- Increase and promote more targeted outreach including home visits and engagement with smaller groups
- Assess and increase ways to market schools through informational post cards, fliers, social media, etc.
- Continue to work with the local media including Cable Access TV on a frequent basis.
- Conduct school visits with School Committee members, other stakeholders at least twice during the year.
- Increase student outreach events (academic competitions, assemblies).
- Support principals in strengthening the recruitment process

Benchmarks:

- TV Infomercials, students centered videos, newspaper articles / press releases
- Artifacts from meetings with a variety of stakeholder groups including students, parents, staff and city agencies
- Completed meetings

EVIDENCE (sample):

- TV Infomercials
- Printed outreach
- Provide information to School Committee via Weekly Notes (updates)

Superintendent Update: SC Meeting
1.13.20

10

SUPERINTENDENT GOALS

District Improvement GOAL 5 Reduce Chronic Absenteeism

Effectively and efficiently, engage parents and the community (multi-year): to increase the overall student attendance rate by targeting the grade levels that have the lowest attendance rates.

Target: Decrease the percentage of students with 18 or more absences from 20.2% to 12.7% by 2021-2022 school year (current decrease was 2.2% - target a 7.5% decrease by 2021 – 2022)

Key Actions:

- Review current attendance information
- Identify the specific students who are missing 10 or more school days
- Survey students regarding why they are absent
- Proactively contact families at the beginning of the year to:
 - Implement communication processes to address prior year issues
 - Provide supports to address the identified needs
- Increase notification and follow-up to parents when initial absences occur

Benchmarks:

- Update on attendance quarterly
- Year to date / month to month comparisons show a decrease

SUPERINTENDENT GOALS

Student Achievement GOAL 6

Advanced Placement Score Increase

Effectively create and oversee a plan that increases the Advanced Placement scores (multi-year): The superintendent will continue to support the increase in student pass rates, earning a 3 or better on Advanced Placement exams.

Target (70%): Increase student pass rate from current 44.7% to 70% by August 2022 (3-year growth targets: 44.7% (baseline) to 53.1% to 61.5% to 70% in 2022)

Key Actions:

- PSAT participation and scores
 - Assess and evaluate student courses and readiness
- Identify students who should be in the Advanced Placement courses
 - Use AP Potential tool (data to highlight readiness)
- Provide necessary supports for students enrolled in the courses
- Develop test prep sessions (mock tests)
- Evaluate and support scheduling process

Benchmarks:

- Course grades (successful pass rates – B or better)
- Mock test performance

SUPERINTENDENT GOALS

Student Achievement GOAL 7

SAT Score Increase

Effectively create and oversee a plan that increase the SAT scores (multi-year): The superintendent will continue to support the programming to increase student scores.

Target (1059): Increase student combined SAT scores from current 957 to 1059 (national avg.) by Aug. 2022

- NBPS 957 (baseline) to 991 to 1025 to 1059 in 2022

Key Actions:

- Identify students who should be taking the SAT
 - Increase outreach to students prior to taking their first test
- Counsel students so they are prepared to take the SAT
- Support high school to enhance SAT Prep program
- Provide resources to the high schools to maximize the test preparation and prep sessions
- Analyze PSAT participation and scores
 - Review scores and use AP Potential for scheduling
- Create prep sessions for students to prepare for monthly tests

Benchmarks:

- Students attending prep sessions
- Increased SAT scores
- Individual student SAT score increase
- Students earning higher grades in English 9, 10 and 11; and in math classes

SUPERINTENDENT GOALS

Project Based Goals: *These areas are new and still require fleshing out and more concrete details.*

Magnet Program at NBHS:

- There are current discussions regarding the programs in place and what it will take to expand
- Establish the Honors Academy as a magnet program whose aim is to significantly increase college entrance competitiveness, through superior instruction and sophisticated college counseling services.
- Establish timeline to review and coordinate course offerings
- Support high school in developing the application process, etc.
- Create concrete action plan outlining the details of the program

Timeline: August 2019 – June 2020:

- Courses will be identified for SY21 to confirm participation in the magnet program
- Hire a coordinator to fully plan and implement the NBHS Magnet Program
- Offer initial courses for full program implementation in SY 2021-2022

SUPERINTENDENT GOALS

Project Based Goals: *These areas are new and still require fleshing out and more concrete details.*

Capital Maintenance Plan

- Establish a comprehensive capital maintenance plan that includes a high standard of appearance for school grounds and facilities to generate buy-in from all stakeholders.
- Develop and monitor action plans (in process)
- Hire Staff (effectively oversee project management)
- Review and revise standard of care expectations

Timeline: August 2019 – June 2020:

- On board project manager
- Defined standard of care for all schools / facilities
- Finalized Facilities Plan outlining district needs including modernizations

SUPERINTENDENT GOALS

Project Based Goals: *These areas are new and still require fleshing out and more concrete details.*

Athletics Action Plan

- Finalize Strategic for NBPS Athletics
 - Begin execution
- Establish benchmarks and milestones
- Communication plan regarding program expansion
- Community Outreach for support

Timeline: August 2019 – June 2020:

- Action item review and process management will be finalized
- Continuous cycle to assess needs for upcoming year

COMMUNITY OUTREACH

Community Connecting:

- Last January 2019 – April 2019 – meetings
- Upcoming – February 2020 and March 2020
- We conducted multiple 3-hour sessions led by a facilitator to generate feedback on our district goals and priorities
 - Included over 40 individuals (students, parents, teacher/staff, administrators, and community members) and more than 40 organizations who came together to share their collective feedback

Attendance Data

YTD Attendance Data Comparisons: 2018/2019 to 2019/2020
Time period(s): Start of school to January 1st of 2019 and 2020

NBPS District Wide Average year to year comparison:

2018 - 2019:	95.53%
2019 - 2020:	96.02%
MA STATE Avg.	94.6%

Attendance Data

YTD Attendance Data Comparisons:

2018/2019 to 2019/2020

Time period(s): Start of school to January 1st of 2019 and 2020

SCHOOL ▾	Year: 2019/2020 ▾	Year: 2018/2019 ▾	Difference ▾
Whaling City	87.39%	84.39%	3.00%
Hay/McFadden	96.58%	94.84%	1.74%
Renaissance	96.30%	95.14%	1.16%
Normandin	96.89%	95.79%	1.10%
Congdon	97.59%	96.54%	1.05%
DeValles	97.25%	96.74%	0.51%
Gomes	97.07%	96.60%	0.47%
Keith	96.45%	96.51%	-0.06%
Swift	97.38%	97.48%	-0.10%
Pulaski	97.00%	97.26%	-0.26%
Winslow	97.12%	97.58%	-0.46%

Superintendent Update: SC Meeting
1.13.20

Chronic Absenteeism

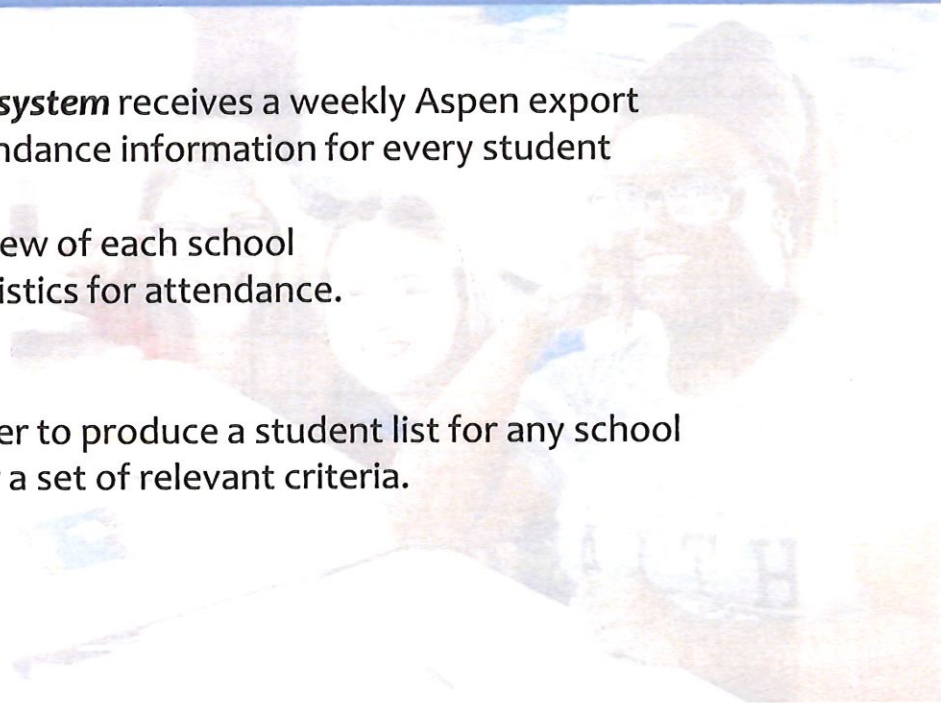
New live attendance data system receives a weekly Aspen export and updates student attendance information for every student

The Schools tab: an overview of each school

- Key accountability statistics for attendance.

The School Lists tab:

- Tool that allows the user to produce a student list for any school and any grade level for a set of relevant criteria.



Chronic Absenteeism 2020 to 2019 Comparison

	1-Jan-20	1-Jan-19
School	10+ absences	10+ Absences
BROOKS	1%	9%
CAMPBELL	9%	14%
CONGDON	2%	7%
GOMES	5%	14%
HAYMAC	8%	15%
KEITH	7%	14%
NBHS	14%	27%
NORMANDIN	7%	12%
PARKER	8%	12%
ROOSEVELT	15%	18%
TRINITY	39%	36%
WHALING	38%	69%

Superintendent Update: SC Meeting
1.13.20

INSTRUCTIONAL FOCUS

Essential areas for growth

1. Standards-based/grade appropriate tasks and assignments
2. Effective instruction that fosters student thinking in the lesson
3. Deep student engagement
4. High expectations for all students



POINTS OF EMPHASIS

Student stress and trauma

- Social Emotional Development / Support
- Positive Behavior
- Self-development
- Staff (nurses, counselors)

THE ROADS of PERSPECTIVE . . .

THANK YOU

