

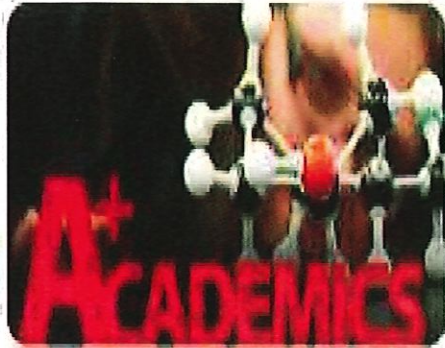


# *SUPERINTENDENT UPDATE*

- Items
  - FY21 Budget Update
  - School Resource Officers
  - Fall Reopening Planning

# OUR FOCUS

Instructionally



Operationally



Culturally



## 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.*



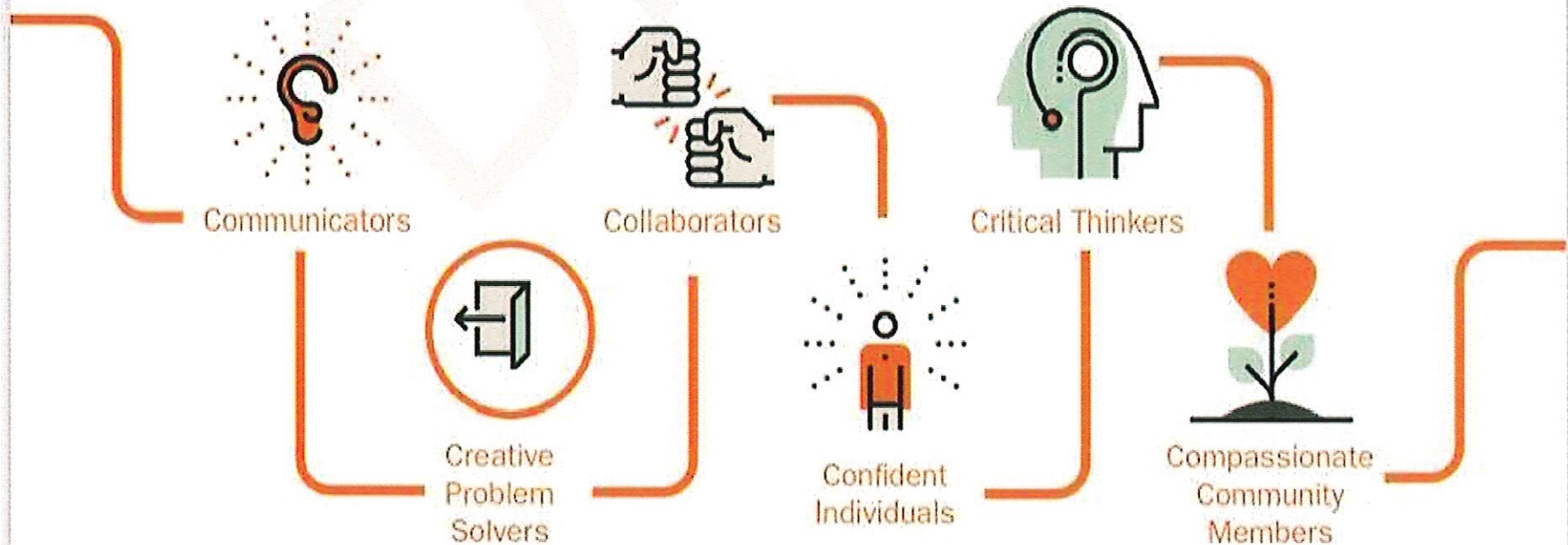
# INVESTMENT: GRADUATE PROFILE

## Beliefs

Our New Bedford community believes in developing compassionate, civic-minded individuals by fostering strong positive relationships between students, staff, family, and community; developing a safe, supportive, respectful school climate, and providing engaging, high-quality teaching and learning for all students and staff.

## Instructional Focus & Graduate Profile

All New Bedford students will be:



# CONNECTING TO FOUNDATION ...

## THE VISION:

- Concrete
- Understandable
- Ongoing process, actively evolving
- Beyond gutsy goals and trendy language

### *Practices NOT steps:*

- Envision, then make it happen
- Continually envision
  - *active process*

**Enlist:** Others must share their voices, perspectives, dreams, desires

What do we stand for?

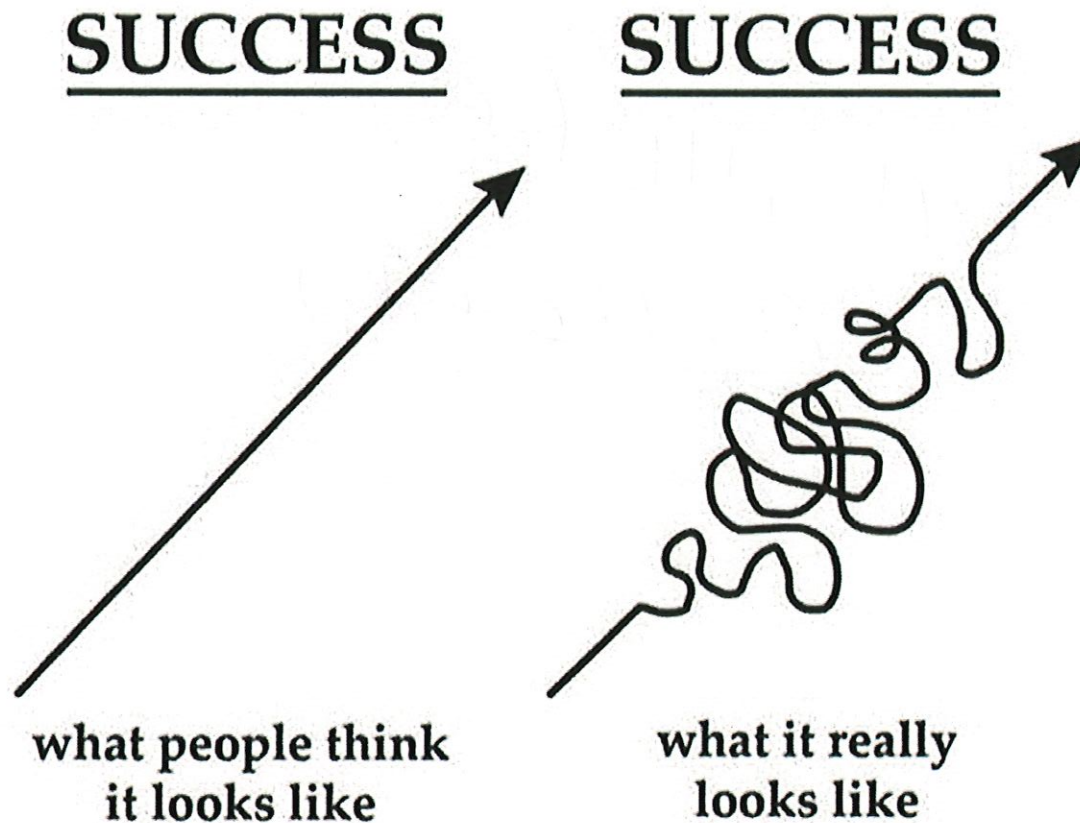
Where are we going?

**Embody:** Stand for something

Have integrity

**Empower:** Trust to be able to work toward this vision

# PLANNING and REALITY . . .



SOURCE: THECREATORMIND.COM

When you're trying to accomplish something big, you have the *why* but rarely the *how*. The path to achieving your goals is far from obvious.

You have no clue how you're going to do what you want to do.

---



# LEADING, THE NBPS WAY . . .

## Evaluate

Focus questions:

- Are we being excellent?
- Are we being ethical?
- Are we progressing?

Evaluation is a consistent process of checking in and seeing how we're doing and paying attention, to measure the progress of our mission.

## Encourage

- Encourage
- Be the champion
- Be the cheerleader
- Be the person always motivating - uplifting people
- You need to encourage on a continual basis

## ESSENTIAL COMPONENT: RELATIONSHIPS . . .

### Enriching 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.”*

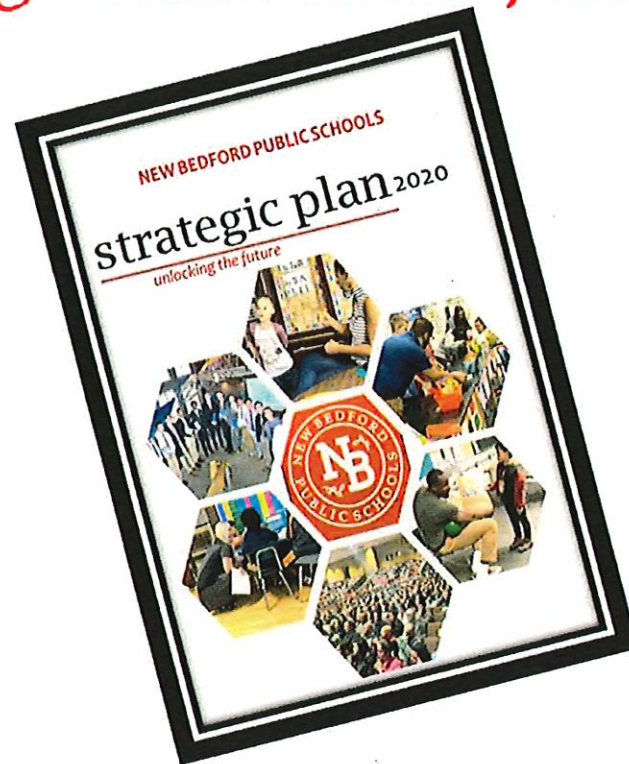
*(Goleman, Boyatzis, & McKee, 2002).*



# FISCAL YEAR 2021 INVESTMENT UPDATE



## Superintendent Fiscal Year 2021 *Investing to unlock our future . . .*

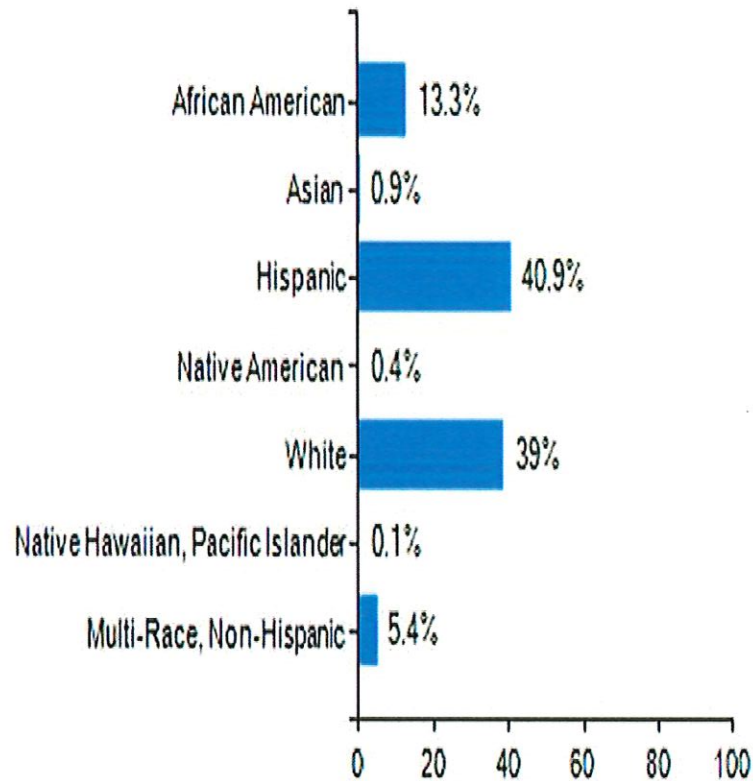




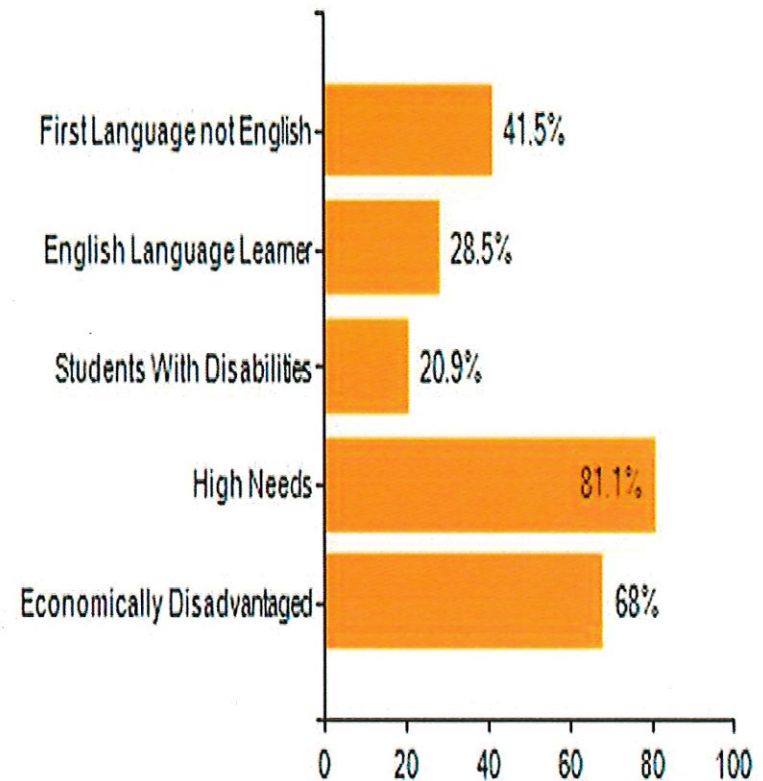
# WHO WE ARE . . .

2019 – 2020

## Student Race and Ethnicity



## Selected Populations



# WHO WE ARE . . .

## NBPS Student Enrollment (in district): 2019 – 2020

13,321 (Total students)

- 3,135 (Special Education)
- 3,815 (English Language Learners)

Larger  
than 200  
other districts  
in mass  
and now

## Some Highlights: August 2018 - present

- Over 100 college/post secondary acceptances including Harvard, Brown, U of Chicago
- 2020 Massachusetts State Teacher of the Year
- AP Calculus BC 100% pass rate
- Family Centers at 9 schools
- New District Plan (months of community participation)
- Congdon ES DESE School of Recognition (2<sup>nd</sup> year)
- Overall NBHS Graduation rate increased to 82% for 2019





# INVESTING IN THE FUTURE: FISCAL YEAR 2021

## CLEAR FOCUS:

### FY 2021 Budget for the Future for ALL students:

- ✓ Create Equitable Opportunities
- ✓ Build Staff Capacity
- ✓ Effective Student Services
- ✓ Quality Learning Spaces
- ✓ Create Competitive Salaries



# PRIORITY INVESTMENTS

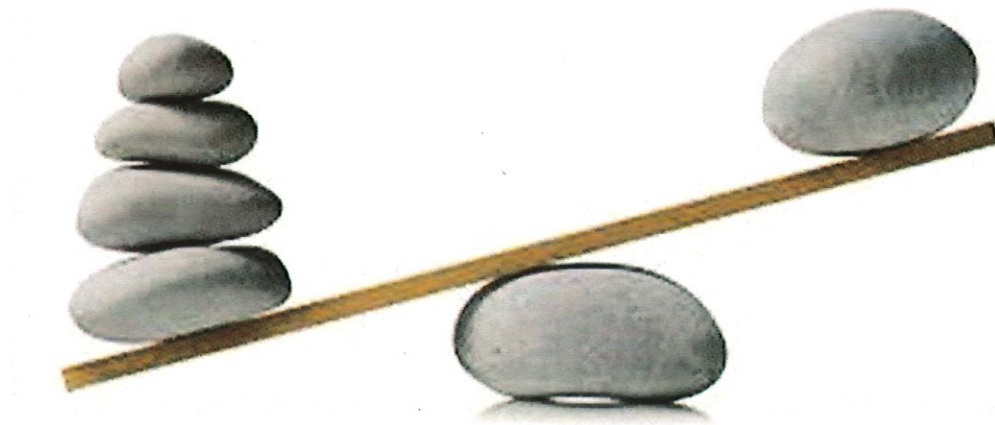
## 10 Priorities to Increase:

1. Special Education supports (co-teaching, staffing and supports)
2. English Language supports (staffing, translations, programming)
3. Social Services to support social-emotional and physical health
4. Diversify educator and administrative workforce
5. Hire staff that best support student performance
6. College and career readiness (pathways and partnerships)
7. Buildings/facilities improvements (academic programming and safety)
8. Community partnerships and wraparound services
9. Expand Pre-Kindergarten (increase seats for 3 and 4 year old's)
10. Reengagement vs. Dropout Prevention

## *PROGRAM (budget driver) . . .*

### **Programming dictates budget needs:**

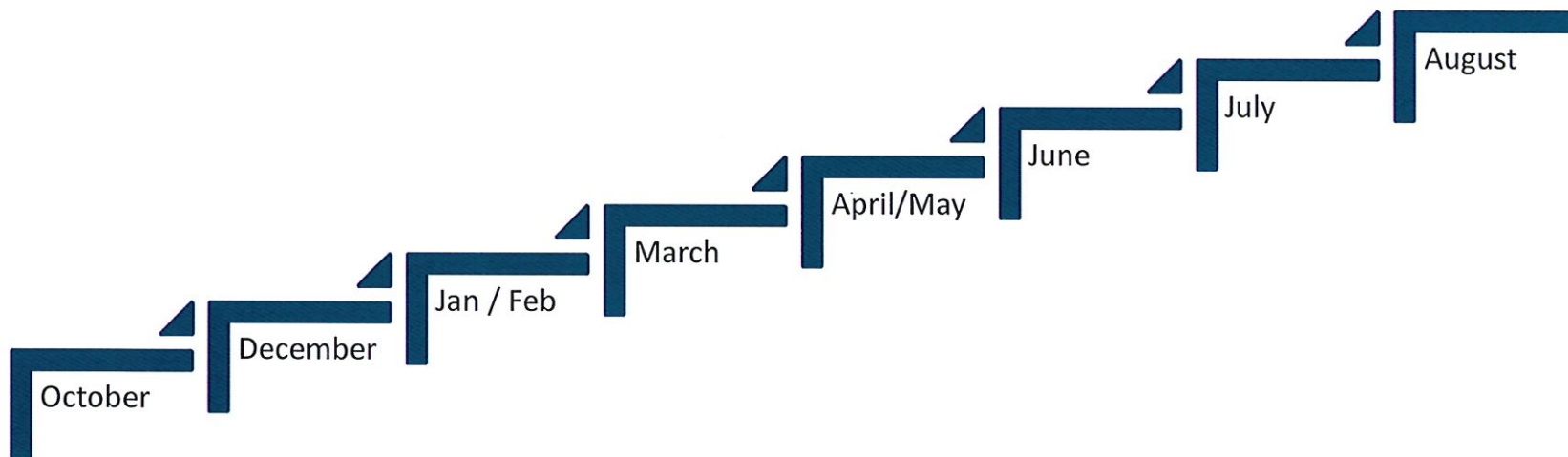
- *Priorities remain the same*
- *Alignment and focus*
- *STATs (data meetings)*





## STEPS IN THE PROCESS: Budget Timeline . . .

- October: Strategic Implementation / Review (current year)
- December: Review Upcoming Year Budget Priorities
- January: Connecting Priorities (current and future)
- February: Preliminary New Year Budget
- March: Supt Budget Presentation
- April/May/June: Budget Review and Hearing (delayed)
- July: FY21 Budget Hearing and Approval (based on current situation)



# Budget Focus . . .

**October 2019**

**Budget/Funding (Student Opportunity Act):**

*Address many one-time costs including curriculum upgrades*

- Technology purchases
- Small facility projects
- Focus is to strengthen what we've done this past year by assessing and eliminating ineffective practices and strategies making limited impact.

*Specifically*

- Address all curriculum resources (books, technology)
- Professional development (instructional and leadership)
- Standards-based curriculum alignment

# TIMELINE . . .

*December 2019*

**Main buckets – Academics, Operations and Culture/Climate**

➤ **Staffing Levels**

- Class size (appropriate levels)

➤ **Personnel Development**

- Standards-based Instruction
- Instructional Leadership Development
- Data Management / information systems
- Educational Equity
- Social Emotional Development



# PRIORITIES

**December 2019**

**Main buckets – Academics, Operations and Culture/Climate.**

➤ **Curriculum**

- Benchmark assessment tool (accurately measure student growth)
- Literacy focus (3<sup>rd</sup> grade focus / reading comprehension and writing)
  - Upgrading our resources (materials)
  
- Special Education and EL
  - Space options (internal / external)
  - Tier 1 support, Special Education and ELL
  
- Literacy Enhancement
  - Reading Comprehension Program / Writing Strategies with *MATH* focus
  - K-6 School Based Literacy Leadership
  
- Physical Education (health)
- Music Program (offerings, scheduling / instruments)

# PRIORITIES

**December 2019**

**Main buckets – Academics, Operations and Culture/Climate**

➤ **Technology Upgrades**

- Instructional Technology Support
- Classroom Technology (smartboards, software upgrades)
- Staff Support Professional Development (instructional delivery)

➤ **Facilities**

- Continue implementing Master Plan
- School-based projects (security, technology, etc.)

# Budget Timeline . . .

**January 2020**

**Main buckets – Academics, Operations and Culture/Climate**

**Budget Planning:**

- Strategically use funds to address many one-time costs
  - curriculum upgrades, technology purchases, non-capital facility projects
- Professional development for staff
- Evaluate staffing levels (annual review of needs)

**Major focus is to strengthen what we've done over the last several months** by assessing and eliminating ineffective practices making limited impact.

Specifically:

- Address all curriculum resources (books, technology)
- Professional development (instructional and leadership)
- Social-emotional well-being of all students



# Budget Timeline . . .

**January 2020**

**Main buckets – Academics, Operations and Culture/Climate**

## **Critical Staffing Needs:**

- District level curriculum and assessment positions:
  - support standards-based instruction and help raise student performance in science, English Language Arts, mathematics (added for 2019-2020), advanced learning/honors program, among others, were removed from the budget several years ago
- Each year we address classroom needs (i.e., class size – teachers and paraeducators, school-based staffing needs) and that remains a priority

# FISCAL YEAR 2021 INVESTMENT

**March 2020**

**Main buckets – Academics, Operations and Culture/Climate**

➤ **Staffing Levels**

- Class size (appropriate levels)
- School Counselors

➤ **Personnel Development**

- Bilingual support (language workshop /classes)
- Special Education Services
- Standards-based Instruction
- Instructional Leadership Development
- Data Management / Information Systems
- Educational Equity
- Social Emotional Development





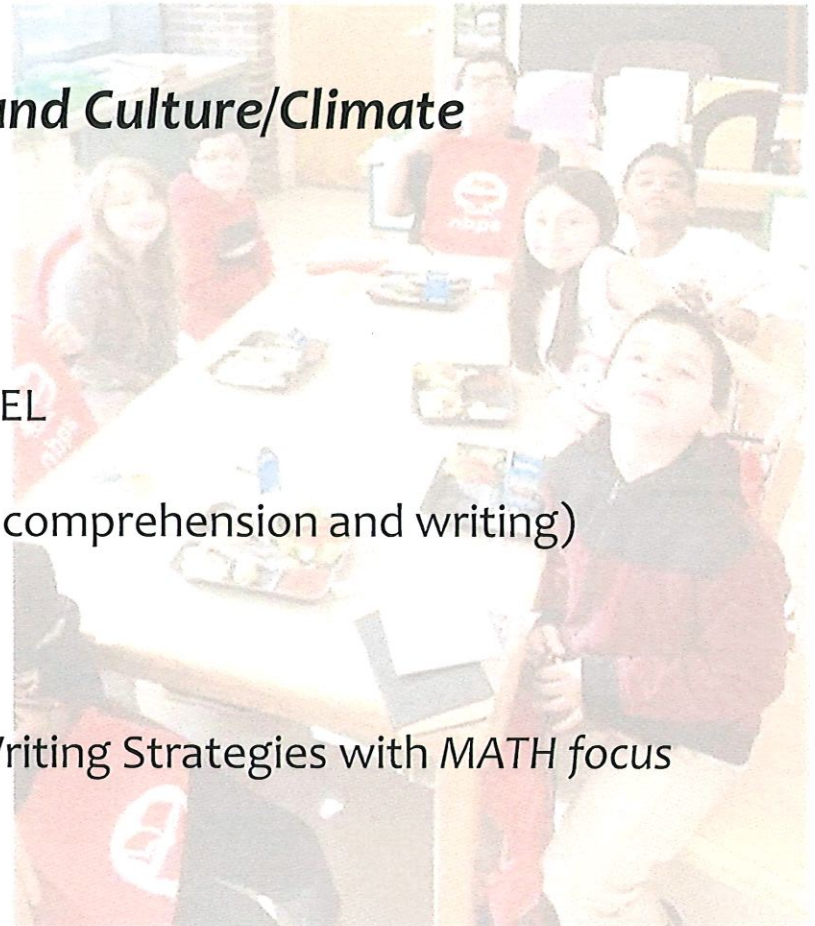
# FISCAL YEAR 2021 INVESTMENT

**March 2020**

**Main buckets – Academics, Operations and Culture/Climate**

## ➤ Curriculum

- Special Education and EL
  - Space Options (internal / external)
  - Tier 1 Support, Special Education and EL
- Literacy Focus (3<sup>rd</sup> grade focus / reading comprehension and writing)
  - Upgrading our resources (materials)
- Literacy Enhancement
  - Reading Comprehension Program / Writing Strategies with MATH focus
  - K-8 School Based Literacy Leadership
- Physical Education (health)
- Music Program (offerings, scheduling / instruments)
- Benchmark Assessment Tool (accurately measure student growth)





# WHAT WE DID THIS YEAR: 2019 – 2020

## KEY Human Capital Investments from FY2020 (school-based) *MAINTAINING*

<u>ITEM DESCRIPTION</u>
Nurses (1.0 in every school)
School Adjustment Counselors (1.0 in every school)
Foreign Language Teachers ( <i>middle schools</i> )
<i>Curriculum, Data, Assessment Managers: Math, Health/Wellness</i>
Paraprofessionals
Dual Language Paraprofessionals
Special Education Staff ( <i>evaluated each year</i> )
Health and Physical Education Teachers
Technology Integration Managers classroom support
<i>Executive Director: Partnerships and Initiatives</i>
Professional Learning (Coaching and Instructional Support Services)
Assistant Principals ( <i>middle/elementary</i> )

# FISCAL YEAR 2021 INVESTMENTS

## REVISITING

FY2021

### KEY Human Capital Investments

#### ITEM DESCRIPTION

Instructional Technology Specialist – *classroom support*

Assistant Executive Director for Special Education and Student Services

Assistant Executive Director for English Language Learners

Professional Learning (Coaching and Instructional Support Services)

Curriculum, Data and Assessment Manager – English Language Arts

*Curriculum, Data and Assessment Manager: K-12 Magnet and Accelerated Learning*



# FISCAL YEAR 2021 INVESTMENT

## LEVEL SERVICES

### Level Service Budget:

- ✓ Continue current operations/maintain staff levels (salaries)
- ✓ Expand facilities/maintenance for comprehensive maintenance plan
- ✓ Absorb program cost increases (Special Education)





# FISCAL YEAR 2021 INVESTMENT



**nbps**

New Bedford  
Public Schools

## QUESTIONS and COMMENTS

School Committee

Public Comments

# SUPERINTENDENT UPDATE

## NBPS FALL REOPENING (School Readiness):

- ✓ Department of Elementary and Secondary Education (DESE) Guidance
  
- ✓ NBPS Action Planning
  - Timeline
  
- ✓ Review the 3 scenarios
  - Onsite
  - Blended
  - Distance

# SUPERINTENDENT UPDATE

## SCHOOL RESOURCE OFFICERS:

- ✓ Program
- ✓ Number of total officers: 8.0
  - ✓ SRO Supervisor: 1.0
  - ✓ High Schools: 4.0
    - NBHS: 3.0
    - Trinity and Whaling City: 1.0
  - ✓ Middle Schools: 3.0
    - Roosevelt MS (1.0)
    - Keith MS (1.0)
    - Normandin (1.0 )



# FISCAL YEAR 2021 INVESTMENT



**nbps**

New Bedford  
Public Schools

