



**Burlington School District  
Monitoring Report  
Policy Title: 1.0 Global Ends**

This is the annual report on compliance with the School Board's Ends policy 1.0 Global Ends for the FY18 School Year. I certify that the information contained in this report is true and validated by Karsen Woods

Yaw Obeng, Superintendent

6/7/18

**Policy Statement:**

The Burlington School District exists so that every student will graduate having achieved their highest academic, intellectual, and personal potential, and be prepared to thrive in a global community. In achieving this goal, the district will act inclusively and equitably, recognizing the diversity of our student body.

<b>Status:</b>	In Compliance
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**Interpretation:** The Superintendent will take actions to create an environment to support the highest academic, intellectual, and personal potential through sound operational practices and the BSD Strategic Plan goals of sustainable financing and facilities, equitable climate and culture, and inclusive teaching and learning. This is done while prioritizing the actions of closing the achievement gap, raising the bar, and restorative practices towards developing global citizens.

**Indicating Metrics:**

The following metrics and data sources will be utilized to track the success.

- District Strategic Plan & data indicators
- Reporting of Executive Limitation policies

**Evidence:** We have seen many examples of our student and faculty engagement throughout the school year. Programs are expansive and evolving to meet the growing needs of our student, parent, and public populations. There are many opportunities throughout the year to celebrate the successes of the many cohorts that make up the Burlington School District and the City of Burlington. Each year brings the opportunity to meet new students, parents, and community members. With the help of the Board, administration, and the District staff our students are well prepared to thrive in a global community.

- **Strategic Plan Update Presentation**

The District continued to work on the Strategic Plan. Moving into phase two, under the direction of the Board, the priorities have been localized to focus on closing the Achievement Gap, raising the bar, and Restorative Practice. See presentation on Strategic Plan Update.

# Strategic Plan Process Update

June 12, 2018



## Phase 1 - Strategic Planning Process

During the spring of 2016 all stakeholders were provided an opportunity to participate in the strategic planning process. The goal of each forum was to reflect on the district mission and values in order to generate input on priorities for a multi-year strategic plan.

### Stakeholder Input Opportunities:

- April 28 and May 2, 2016 - Community Forums
- May 7, 2016 - Board of School Commissioners Retreat
- May 10, 2016 - BSD Student Forum
- May 24, 2016 - New American Community Forum
- June 13, 2016 - All BSD Staff Strategic Planning Day
- Online submissions



## Phase 2 - Rocks and Pebbles ~ Priorities



Sustainable Finance and Facilities	Equitable Climate and Culture	Inclusive Teaching and Learning
Financial Management	Equity in Education	Professional Development Innovation
Capital and Renewal Projects	Mental Health	Instructional Technology
	School Climate (Students & Staff)	ELL (EL)
	Restorative Practices	Achievement Gap
		Pre-K

## BSD Strategic Plan: VT Continuous Improvement Plan

Phase 1:  
Assess Needs and Innovate  
(Initial Strategic Planning Process)

Phase 2:  
Pilot & Evaluate  
(Development of Pebbles)

**\*Phase 3\*:**  
**Implement and Spread**  
(Narrow Focus: Achievement Gap, Restorative Practices,  
and Capital Investments)

Phase 4: Sustain



*\*Using a similar process as outlined by the AOE we have arrived at the next phase of our strategic plan, "Phase 3" where we focusing on board-identified Restorative Practices, Achievement Gap and Capital Improvements as strategic plan priorities.*

## Aligning & Refining Our Rocks



### *Vermont Accountability System Requirements*

*Academic Proficiency & Personalization, High Quality Staffing*

*Safe, Healthy Schools*

*Investment Priorities*

### Burlington School District Priorities

Inclusive Teaching and Learning

Equitable Climate & Culture

Sustainable Finance and Facilities

## Aligning & Refining Our Rocks



### *Vermont Accountability System Requirements*

*Academic Proficiency & Personalization, High Quality Staffing*

*Safe, Healthy Schools*

*Investment Priorities*

### Burlington School District Priorities

Inclusive Teaching and Learning

Equitable Climate & Culture

Sustainable Finance and Facilities

Achievement Gap

Restorative Practice

Capitol Investments

- First Best Instruction
- Data Driven
- Instructional Coach Model
- Ongoing Principal PD

- Equity Focused
- Trauma Informed
- Climate Surveys

- Capital Plan
- Financial Plan
- BHS Re-visioning



## Data, Measures and Accountability

Alignment with:

- BSD Strategic Plan
- VTAOE Mandates



### Annual Snapshot: Multiple Measures



In Vermont, one way that we look at education quality is by examining numerical data displayed through an Annual Snapshot. These data have been selected by the Agency to represent common data collected across all Vermont public schools that address some, but not all, aspects of the Education Quality Standards. Each of these measures is evaluated by a specific method of calculation and from reliable data sources.



#### Academic Proficiency

1. Content Standard Performance
  - A. English Language Arts
  - B. Mathematics
  - C. Science
  - D. Physical Education
2. English Language Proficiency
3. Graduation Rate
4. Career and College Ready
  - A. Assessments
  - B. Post-Secondary Outcomes

Note: All of the Academic Proficiency items are also used to satisfy federal requirements under ESSA.



#### Personalization

1. Student Participation in Flexible Pathways
3. Flexible Pathways Offerings
2. Personalized Learning Plans



#### High Quality Staffing

1. Licensed Teachers
2. Education Staff Stability
3. Staff Satisfaction
  - A. Professional Development
  - B. Evaluation



#### Safe, Healthy Schools

1. Disciplinary Exclusion
2. School Climate
  - A. Student Survey
  - B. Staff Survey



#### Investment Priorities

1. EQS Staffing Ratios
2. Per Student Expenditures
3. Return on Investment



## Explanation of Data, Accountability and Measurements VTAOE & BSD Alignment

- **Baseline Collection of Data**
- **Annual Indicators and Measures**
- **AOE Generated Annual District Snapshot**
  
- Academic Proficiency - Data and Measures
  - Smarter Balanced Assessment Consortium (SBAC) Data
    - ELA, Math
  - Next Generation Science Standards (NGSS) Data
    - Science



### Other Data Points:

- PE Assessment
- Graduation rate
- College & Career Readiness (AP, ACT, Dual Enrollment)
- Personalization - Integrated Field Review (IFR)
  - Flexible Pathways,
  - Personalized Learning Plans



## Vermont State Accountability System Continued...

- Safe, Healthy Schools
  - Disciplinary Exclusions (Suspension Data)
  - School & District Climate Surveys
  
- High Quality Staffing
  - Licensed Teachers, Education Staff Stability
  
- Investment Priorities
  - Staffing Ratios, Per-student Expenditures








**Meet Allyson Archacki!**

**Position:** Burlington High Physical Educator and Health Educator

**Fun Fact:** I never leave for the summer. I am always here at BSD. I work in a summer program that helps 8th grade students transition into the high school.

**Education:** University of Rhode Island & University of Vermont

**Interests:** Field Hockey, working out, listening to music, spending time with family

## Questions/Conversation



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and courageous people.  
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- **Year in Review of Accomplishments Towards Global Ends**

In order to reach our Global Ends commitments operational actions have been taken to provide students the platform to showcase their academic, intellectual, and personal potential. Illustrated are some of the highlights as a result of the actions taken toward this end.

### Year in Review 2017-2018

June 12, 2018



This year we have taken actions to create an environment to support the highest academic, intellectual, and personal potential through sound operational practices and the BSD Strategic Plan goals of sustainable financing and facilities, equitable climate and culture, and inclusive teaching and learning. This is done while prioritizing the actions of closing the achievement gap, raising the bar, and restorative practices towards developing global citizens. Here are just a few examples of the work being done in pursuit of our goals.

## Inclusive Teaching and Learning

## Expanded Learning Opportunities



**Youth Leadership Ladder Successes:**

- Peer mentoring at the elementary schools
- Junior Youth Staff role for middle school students in the K-5 program
- Youth Staff role for high school students in the 6-8 programs

- Awarded the state's largest 21<sup>st</sup> Century Community Learning Centers grant! **\$500,000** annually for the next 5 years!
- Served over **1,750** students K-12!
- Over **98%** highly parent satisfaction rate.

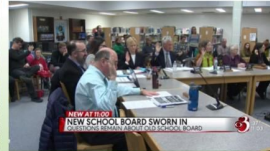


"My son told me the other day that when he is having a hard day or feeling stressed at school, he just tells himself that all he has to do is get to afterschool and everything will be OK."

## Recognizing the School Board



The Burlington School Board was recognized for its exceptional leadership by the Vermont School Boards Association (VSBA) at its annual conference in the fall of 2017.



Welcome to the seven new School Board Commissioners!

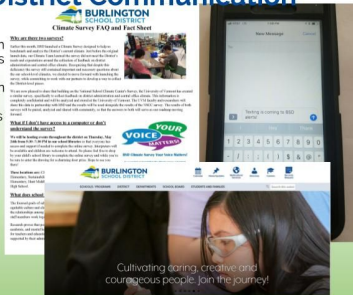
## Parent University

- Transitioned program to English Language Department
- **55** parents successfully completed the requirements to graduate on **June 19th at 3:30 pm** at the Flynn Center.
- Established in the Spring of 2014-2015 school year with only 4 community partners
  - o now has over 30 community partner agencies
- Our model getting a National recognition
  - o In Early April, The PU Manager provide a Tedx talk about PU.
  - o We accepted invitation to present at National Family and Community Engagement conference in July in Cleveland, Ohio to share our model with 1200+ educators from around the globe



## Improved District Communication

- New Website
- New mass-messaging system
  - o Now able to text updates
- Climate Survey Executed
  - o Came from strategic plan
- Communication Strategies in place for major events/issues
  - o Budget
  - o Capital Plan
  - o Negotiations
  - o Climate Survey
  - o Events
  - o BHS ReEnvisioning



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## Improved Student Supports

- Improved performance in documentation of student needs in IEPs and 504 plans
- Increased social & emotional supports for students including YES programs, summer services, and transition services
- Targeted training for teachers and administrators in understanding student trauma with NFI
- Specialized training for teachers and administrators in special education law with attorney Ratti Page
- Parent led Special Education Parent Advisory supported by Student Support Services



Ontop Student in YES Program



Team Building ESY program

## Early Education

In Early Ed this year we were once again awarded the Preschool Development Expansion Grant.

We continue to be a Specialized Therapeutic Licensed Child care setting

We are one of the the States Early Multi-Tiered Systems (E-MTSS) of Support School for Early Education

We have increased our Early Learning Partner sites to include 47 total sites.

\*\*\* We are excited to meet the needs of anticipated enrollment and to meet the needs of all of our youngest students\*\*\*



## Burlington School Food Project

- Once again the Burlington School Food Project has become a national model of excellence with our newly launched 100% local beef project. Thanks to a large grant from the USDA we have been able to make this change over the past two years and now all of our cafeterias serve only Vermont raised beef.
  - o As a result of this local beef project our food service department has received a number of requests for consultation by organizations statewide and nationally.
- Fork in the Road, our youth run food truck and job training program based out of Burlington High School had another very successful season vending throughout our community.
  - o Two BHS students and Fork in the Road alum (Menuka Rai and Jada Davila) were asked to present on the food truck program and youth empowerment at the National Farm to Cafeteria Conference in Ohio. These student hosted a packed workshop and then sat on a panel in front of over a thousand conference attendees.







# BURLINGTON SCHOOL DISTRICT

## Celebrating Scholastic Achievements

**Congrats to Mary Markley, US Presidential Scholar!** Go Seahorses! She is the second Seahorse two years in a row selected as a US Presidential Scholar! It is a great honor that U.S. Secretary of Education announced the selection of Mary as one of a few American high school seniors who have demonstrated outstanding academic achievement, artistic excellence, leadership, citizenship, service, and contribution to school and community. The U.S. Presidential Scholars will be honored for their accomplishments in Washington D.C. from June 24-26.



Burlington Technical Center students won for Best Overall and Best Editing at the 2018 Fifty Hour Film Contest



## National Board Certification Achievement



**Timony Norris**, BHS science teacher and **Josepha Austin**, OnTop Special Educator were both were recognized by the VT-NEA for earning their National Board Certification. They were two out of eighteen VT educators recognized in February 2018.

*"National Board Certification (NBC) is a voluntary, advanced teaching credential that goes beyond state licensure. NBC has national standards for what accomplished teachers should know and be able to do. The National Board certifies teachers who successfully complete its rigorous certification process."*

## English Language Learners

- Year 2 of Family Friendly Report Cards
- Increased involvement with VSAC, AmeriCorps, and other community partners
- Climate Survey reports that New American families and English Language Learners feel Multilingual Liaisons are the adult they trust most in school
- Continued conversations about restructuring IEP placements and funding



## Celebrating Faculty Successes



**Bonnie Johnson-Aten**: VSBA Distinguished Service Recognition  
**Doug Paine**: President-Elect of the School Nutrition Association  
**Bobby Riley**: Life Changer of the Year Nominee

## CURRICULUM

JJ Flynn students working on Robotics. These students were able to choose to either program the robots, or build (engineer) the robots based on their inherent skills or curiosity of these two choices. By allowing student preference in these project roles, they are set up for experiences that build knowledge of self in reference to learning styles and choice.

### STEM Student Centered Learning



## CURRICULUM

Students look forward to designing their own learning in the woods.

Students engage in real-world investigations, record their experiences by writing reflective narratives, and teach each other about both the natural and human built world.

### CP Smith - Outdoor Classroom



## Sustainable Finance and Facilities

### Capital Plan Successes

#### Improvements:

- Window Renovations at Champlain Completed
- Hunt Middle School lockers bid approved
- New Voice over IP phone and intercom safety system installed
- Refinished Gymnasium with logo, lines and wall mats. New Gymnasium scoreboards significantly funded by a group of BHS Alum.
- New Pole Vault Pit

#### Planning and Design Work:

- Early Ed Preschool Centers Designed
- Edmunds C building renovations to start in June
- Champlain student drop off lane designed, but placed on hold for community feedback



## Equitable Culture and Climate

## Reading to End Racism

February at IAA and Champlain

This national program promotes cultural respect, social awareness, and literacy by hosting guests who read age-appropriate stories that address diversity and discrimination.



## Hundreds Attend Beyond Black History Month

District-wide celebration intentionally held in March to continue conversations around race, equity, inclusion, and community!



## Love Your Neighbor Day

In response to the rhetoric of April 3rd being referred to as "Punish a Muslim Day," BSD dedicated April 3rd as "Love Your Neighbor Day" in the District. The response was overwhelming.



## Celebrating the Arts



Artist Mike Waters donates oversized instruments to IAA playground.

## Celebrating Student Engagement

BHS Public Issues and World Affairs School Safety Presentation



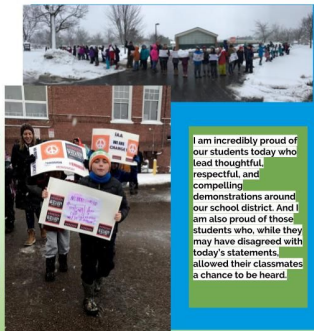
YOUTH OF THE YEAR!



## Burlington Students Get Politically Engaged for National School Walkout Day



Flynn Students Making Signs



I am incredibly proud of our students today who lead thoughtful, respectful, and compelling demonstrations around our school district. And I am also proud of those students who, while they may have disagreed with today's statements, allowed their classmates a chance to be heard.

## Teacher Appreciation Week! May 7-12

School Board Members joined Central Office Staff in helping assemble a special THANK YOU gift for our teachers, complete with items donated from The Lake Monsters, Saratoga Olive Oil, Mirror Mirror, Cabot, Shelburne Farms, Keurig Green Mountain, Hotel Vermont, Edible History Tours, and more!



***Equally Ever After:***  
**a play from IAA's 4th grade class**

The mission was to rewrite the traditional narrative of fairy tales, to think critically about the stories that are so much a part of us, to highlight the stereotypes that these stories have inevitably helped create, and most importantly, to conquer the *isms* of society that promote hate and divisiveness.



**Thank you to our staff and community for  
your contributions to a wonderful year!**

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courageous people. Join the journey!