



**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 FY19 School Year. I certify that the information contained in this report is true and validated by Bonnie Ryder, Stephanie Phillips, and Russ Elek.

Yaw Obeng, Superintendent

6/18/19

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.

Status:	Compliance
----------------	------------

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 (<https://www.bsdyt.org/monitoring-reports/>)

Evidence: We have seen many examples of our student and faculty engagement throughout the school year and are encouraged by the progress made in our efforts to become a restorative district. Each year brings the opportunity to meet new students, parents, and community members, which compels us to ensure programs are expansive and evolving to meet the growing needs of our student, parent, and public populations. With the help of the District's staff, administration, partnerships, and board, our students are well prepared to thrive in a global community.

- **Global Ends Policy 1.1 Year in Review of Accomplishments Towards Global Ends**

In 2018-2019, we continued to work towards creating an environment which supports the highest academic, intellectual, and personal potential. We continue to use the BSD Strategic Plan goals as a barometer when implementing new initiatives and evaluating old ones. We are guided by restorative practices and all we do is viewed through an equity lens. Our priorities continue to be closing the achievement gap while raising the bar for all students. Here are just a few examples of the work being done in pursuit of our goals.

Global Ends Policy 1.1 Year in Review 2018-2019

June 6, 2019



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	Capital Investments
<ul style="list-style-type: none"> First Best Instruction Data Driven Instructional Coach Model Ongoing Principal & Staff PD 	<ul style="list-style-type: none"> Equity Focused Trauma Informed Climate Surveys 	<ul style="list-style-type: none"> Capital Plan Financial Plan BHS Re-visioning

In 2018-2019, we continued to work towards creating an environment which supports the highest academic, intellectual, and personal potential. We continue to use the BSD Strategic Plan goals as a barometer when implementing new initiatives and evaluating old ones.

We are guided by restorative practices and all we do is viewed through an equity lens. Our priorities continue to be closing the achievement gap while raising the bar for all students.

Here are just a few examples of the work being done in pursuit of our goals.



Inclusive Teaching and Learning

District Successes



BSD Expanded Learning
Explore - Connect - Empower




- Over **80%** of BHS, EMS, and HMS students utilized their afterschool experiences in their PLPs
- Year-Long Social Emotional Learning and Restorative Practices learning cohorts for afterschool leadership staff.

"Afterschool has given me the confidence to be who I am and confidence to speak out about what I believe in. The program has impacted me so much—it has changed who I am as a person."



- Served over **1600** students K-12!
- Over **99%** parent satisfaction rate
- "This program has been a real lifesaver for our family. It is also one of the best parts of our daughter's day and we're so grateful." *Afterschool parent*
- "Afterschool is learning that sparks the brain—it gets you interested. It's a way for students to learn the way that they want to learn and not just in a formal classroom setting." *Afterschool student*

District Successes



BSD Expanded Learning
Explore - Connect - Empower




BSD Afterschool Students Complete Successful Pilot Program with UVM

- Partnership with University of Vermont's Education for Cultural and Linguistic (ECLD) Literacy program
- Pair UVM Literacy students with some 15 high-need English Learners at BHS
 - One on one tutoring for BHS EL students
 - Real world experience for college students going into the EL field
- Outcomes both academic and social/emotional:
 - BHS students opening up to peers
 - UVM Students changing study goals to work more closely with EL population

<https://www.myhamdenvalley.com/news/local-news/collaborative-program-between-uvm-and-bhs-is-helping-new-english-learners>

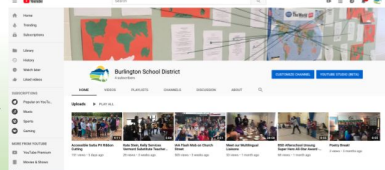
<https://www.kidstv.com/9046/VT-Blog/archives/2019/06/10/uvm-student-support-lead@bhs-english-learners-to-graduation>

District Successes

- 2018-19 Parent U theme: **Understanding the opioid crisis and alternatives for healthy lifestyles for youth.**
 - 22 parents/Grand parents** successfully completed the requirements to graduate on **June 19th at 3:30 pm** at the Flynn Center.
- Partner Growth: Parent University welcomed new community partners to achieve the goals set for this Spring Session of 2019:
- Chittenden County Opioid Alliance
 - Burlington Partnership for Healthy Community
 - Howard Center Opioid Task Force
 - Center Point
 - BPD Opioid Task Force
 - Turning Point
 - State of Vermont Fish and Wildlife



District Successes Improved Communication

- Webtraining for all schools
 - Social Media Growth
 - 22% Facebook
 - 700% Instagram
 - Based on 18m
 - 9% Twitter
 - New YouTube Channel
 - 6 videos
 - 4 subscribers
 - Press Success
 - MLK Day: Free Press, Front Page
 - Kate Stein: All 3 Local News
 - Unicorn Cafe: NECN, WPTZ
 - BHS Campaign: All 3 TV, Free Press, Seven Days, VPR
 - BTC Brownies: Free Press, Hometown, WCAX, VT Kids
- 



BURLINGTON SCHOOL DISTRICT

District Successes: Improved Student Supports

- Specialized training for Student Support Services teachers in special education law and transition services from pre-k through adulthood.
- Paraeducator training online and during inservice - hands on application and choice
- Investment in accessibility in district school playground equipment - Flynn Gaga Ball door
- Recognition of the Unicorn Cafe at EMS as an outstanding and innovative learning environment for students with significant disabilities
- Outstanding teacher leadership at Horizons and Ontop during leadership transition



Early Education Successes

Continues to be a Specialized Therapeutic Licensed Child care setting with 5 STARS in all 8 classrooms
2 more Early Ed staff were accepted into the Snelling Centers Early Childhood Leadership Cohort (for a total of 6 Early Ed. employees)
Completed the PDEG grant successfully
In Early Ed this year we were once again awarded the Preschool Development Expansion Grant.
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 Technical Center

Received approval from the VT AOE to offer "Intro to Computer Programming" as a pre-tech program for students in grades nine and ten. Two sections of this class will be offered starting in the fall of 2020

AOE Career Pathways Implementation Grant awarded in May will provide the resources needed to develop an Advanced Manufacturing/Engineering program that will offer regional high school students the opportunity to earn college credit and industry recognized credentials in a rigorous course of studies leading to post secondary and/or employment in the career pathway. Program development will take place next year, with program launch anticipated for August of 2020.

EL Coordinator/Teacher and Work Based Learning Coordinator founded the **Future Planning Lab**. Program features focused assistance to our growing number of EL students in the application for college, financial aid, and employment. Students are learning resume and cover letter writing and will be given the opportunity to participate in mock interviews as we grow this program next school year.

36 new inductees to the National Technical Honor Society this school year. This is an all time record for the third of the annual events!

BTC enrollment continues to grow with a 13% increase in enrollment for 2019-2020 (in comparison to EOY 2018-2019). Will start the new school year with 290 enrolled students (2015-2016 school year ended with 176 student total)



Celebrating Scholastic Achievements

BTC Student Wins Golden Wrench Award

BHS Senior Jackson Elder Named 2019 Presidential Scholar



Abdul Abdulrazzak Wins Congressional Art Award



BHS wins Scholars' Bowl State Championship



Celebrating Scholastic Achievements

BHS Senior Vilena Lee Earns First Place in 10th Annual Vermont Brain Bee



Burlington Technical Center First Tech Center to Enter Retail Market in VT



Alexandra Contreras-Montesano Named National Student Poet for the NE!



English Learners Program Successes

BSD, Winooski, VRRP Multilingual Liaison Support Collaboration:

- Funded by a grant from RISG, refugee school impact grant.
 - helping Liaisons deal with the incredible stress that comes with their many roles.
 - defining those roles.
 - considering recommendations for building more positive home-school relationships.
- Winooski and BSD Liaisons collaborated to present to Burlington RISPhet - Refugee and Immigrant Service Providers network.

Breaking Down the Walls between EL/Non-EL BHS courses

- Social studies teaches parallel classes
- Will have new CO-TAUGHT courses for next year:
 - Humanities
 - Health
 - Science
 - Math



English Learners Program Successes

BOOKS, BOOKS, BOOKS

- Multicultural Books Given to EVERY K-5 classroom in the District
- Books represent the cultures, religions, races from in BSD

Translation App for Restorative Practices Survey

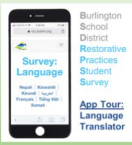
Restorative Practices Collaborative partners developed an annual impact survey for students.

Miriam and Nijaza asked what would be done about our hundreds of students who are still learning English as a new language and would not be able to respond to a paper survey.

Bram Moreinis' BTC Programming and Web Development created a web-based app elementary and secondary school students could access from their mobile phones to listen to translations of survey questions in seven languages.

Family Friendly Report Cards

- Year 3 Family Friendly Report Cards
- Event continues to grow each year
 - More than 70 parents and students in attendance.
- Jocelyn Fletcher-Schuch, Proficiency-Based Learning Coordinator for BSDVT explained new additions to regular BHS report card as well.



Celebrating Faculty Successes

Christy Gallese: National Afterschool Ambassador (One of 15 in the Nation)

Bobby Riley: Regional Principal of the Year, Magnet Schools of America

Kate Stein: Vermont's Substitute Teacher of the Year, Kelly Services

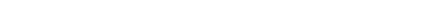
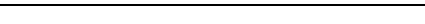
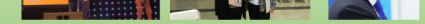
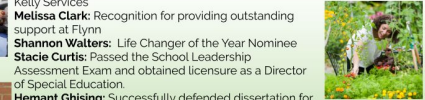
Melissa Clark: Recognition for providing outstanding support at Flynn

Shannon Walters: Life Changer of the Year Nominee

Stacie Curtis: Passed the School Leadership Assessment Exam and obtained licensure as a Director of Special Education

Hemant Ghising: Successfully defended dissertation for Ed.D. in educational leadership and policy studies.

Chris Celotto: Passed SHRM "Certified Professional" test





BURLINGTON SCHOOL DISTRICT

CURRICULUM Innovation

City and Lake Semester

- 40 students participated in our pilot program
- Hands-on learning experiences with City of Burlington, BPD, Watershed Alliance, the Vermont Folklife Center, and more
- Students consulted on Burlington's first-ever [Equity Report](#), plans for Perkins Pier, and the Moran FRAME project on the waterfront
- Collaborated with artists Mary Lacy and Corrine Yonce on two public arts projects
- Student visited BSD schools to teach others about UN Sustainable Development Goals
- Field research with Rozalia Project collecting data on plastic pollution at North Beach



CURRICULUM Innovation

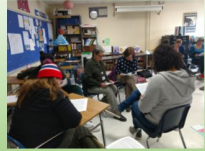
K-5 Cooking Cart

The curriculum and food service departments have worked collaboratively to provide student centered learning opportunities that connect our science curriculum with the school gardens.



Achievement Gap ~ Strategy

- Team Development
 - Data Manager - Karyn Vogel
 - Achievement Gap Lead - Victor Prussack
- New Data System
 - PowerSchool system for district data
 - School based data walls
- Data Analysis
 - School Leadership teams
 - Coaches/Interventionists
 - Professional Learning Communities



Achievement Gap ~ Data Sources



How do we monitor the progress of the achievement gap?

- Annual Equity & Inclusion Data Report
- VTAOE Snapshot
 - Achievement
 - Behavior
 - Climate
 - Personalization Data
- BSD Progress Monitoring Data
 - K-9 Literacy and Math

Achievement Gap ~ Data Driven

- Digital data walls at all K-8 schools
- PD with coaches and interventionists
- Systems cleanup and consistency
- Placement for Equity district-wide

	Full	W	W	Absences	Totals
1st	18	18	18	18	18
2nd	18	18	18	18	18
3rd	18	18	18	18	18
4th	18	18	18	18	18
5th	18	18	18	18	18
6th	18	18	18	18	18
7th	18	18	18	18	18
8th	18	18	18	18	18



Achievement Gap ~ Instructional Coaching Model

- Kansas Coaching Model implemented in all K-8 Schools.
- Coaches support new and veteran teachers with goals connected to effective instructional practices.
- Coaches work with Achievement Gap Lead, Data Manager and School Leadership Teams to analyze data and plan for Continuous Improvement.



Achievement Gap ~ Ongoing Professional Development

Professional development opportunities to support content and pedagogy:

- Math (Eureka Implementation)
- Orton-Gillingham (Phonics)
- Next Generation Science Standards
- Proficiencies/Personalized Learning
- Writing (Writers Workshop Units)
- Restorative Practices



Achievement Gap ~ Next Steps for Monitoring and Raising the Bar

BSD spring progress monitoring data and the VTAOE Snapshot will be available by June 30, 2019. Based on an analysis of these data sources, the Achievement Gap Lead and team members will develop baseline goals. Goals will be shared in the fall of 2019 with an updated status report in June 2020.

Sustainable Finance and Facilities

Capital Plan Successes: BHS!



Capital Plan Successes: BHS!



<https://www.bsdvt.org/2019/04/29/bhs-reenvisioning-planing-and-construction-update/>

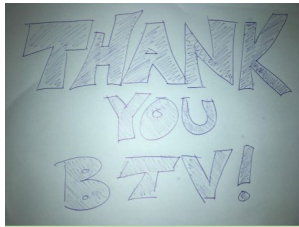
- BHS Construction Oversight Committee Formed
 - Meeting with BHS Faculty, Staff and Administrators about program needs and discussing draft design options
 - Working with design team's civil and landscape engineers on exterior site configurations for parking, vehicle circulation, bus and parent drop off, pedestrian and biker circulation, and stormwater improvements
- Owner's Project Management Services Hired
- 4 companies prequalified to provide Construction Manager Services for the Project.
- CX Associates hired perform CHPS Commissioning Services
- Geotechnical engineers begin investigatory work, drilling and coring inside and outside of the building, and sampling soils and bedrock.

Capital Plan Successes Edmunds

Phase 1 of Edmunds Campus Improvements
Project remains on budget, completion slated for end of the summer.

Space Utilization & Building Capital Improvements Complete:

- Space Utilization
- New Dedicated Cafeteria Space (80 Seats)
 - New Kitchen
 - New Bathrooms
 - Lower Level A-C Link
- Building Capital Improvements
- Heat Recovery
 - Ventilation/Air Conditioning
 - Efficient New Windows
 - LED Lighting
 - New Interior Finishes



On Town Meeting Day, voters overwhelmingly approved Burlington School District's proposed 2019-2020 budget... Which called for 4.36% increase

The budget passed with nearly **70%** of all votes cast in favor of its passage!

This is the **5th straight year** that voters have approved the District's proposed budget on **Town Meeting Day**.

Burlington School Food Project

Hunger Relief in BSD:
New initiative provides food to food insecure families during breaks/vacations.

Teens from the National Honors Society at BHS broached topic with BSFP

Sarah Heuser, Food Education & Youth Outreach Manager, set up a work day to prep and freeze meals for distribution to families over Thanksgiving break. It was a great success.

We were able to do this for each of the four major school breaks. Here is an at-a-glance breakdown of the hunger relief work:

- 60-65 families were delivered a hunger relief package for 4 district vacations
 - Boxes included: rice, beans, pasta, cereal, peanut butter, carrots, potatoes, apples, milk, bread, and cheese
 - Food supplies were paid for by BSFP
 - We estimate that there are over 100 families that are in need of this resource.
- This is a sizable issue within our district and we hope to continue to bring about awareness on the topic.



Equitable Culture and Climate

Restorative Practices ~ Overarching Goals

Learning Environment Goal:

Improved school culture and climate for youth and adults (create authentic partnerships: student, parent, family, community)



Working Environment Goal:

Improved district employee culture and climate (create authentic relationships)

RP ~ Successes

- All of 18-19 District-wide Professional Development Days dedicated to RP
 - Trained 400+ employees, including school & district-based departments
- 19-20 Budget includes increase to support RP, including the addition of dedicated staff
- RP Leadership Teams formed in all schools and Central Office
- Established RP Collaborative: monthly meetings representing all schools
- Schools holding community building circles on a regular basis
- Conducted BHS assets inventory and fidelity inventory



Reading to End Racism

February at SA

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



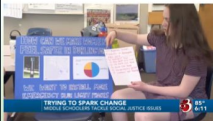
Hundreds Attend 2nd Annual Beyond Black History Month

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

- DEALT has identified date for 3rd Annual Celebration: March 23
- Working to incorporate more workshops next year.



Celebrating Student Engagement



EMS 7th and 8th grade students were given the challenge of supporting a marginalized population in their school, community, and/or world. Students then hosted a gallery walk to showcase the actions taken by these students in support of those marginalized groups.

Gender Neutral Locker Room at BHS



<https://www.necn.com/news/new-england/Vt-School-Urville-Gender-Neutral-Locker-Room-503926551.html>

Teacher Appreciation Week! May 6-10



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

Cultivating caring, creative, and courageous people. Join the journey!