



PUBLIC SCHOOLS of
BROOKLINE



Department Updates

December 16, 2021



District Themes 2021-22

**Ensuring a
High-Quality
Education**

**Creating a
Culture of
Care.**

**Eliminating
Barriers**



Superintendent

Effective Entry and Direction Setting

- Conducted formal entry interviews
 - 97 interviews
 - 290 individuals
 - Ex: AFSCME, BAAFN, BEF, BEU, Innovation Fund, METCO, PTOs, School Committee, STS, Teen Center, Town partners

Maintaining Momentum During the Transition

- Third formal visit rotation to schools
- Bi-weekly, individual meetings with Senior Team members
- Weekly community updates



Superintendent

New Superintendent Induction Program

- Attend all scheduled NSIP sessions, 2-3x per month
- Meet with the assigned coach 3x per month
- Expand knowledge with practical, timely topics

Safely reopen and maintain schools

- Implement COVID Testing program and protocols
- Leverage appropriate mitigation strategies
- Host and promote vaccinations for eligible students and staff



Strategy & Performance

Communications

- Standardized district presentation templates and district messages
- Worked collaboratively with OTL and OSS on SEL message to entire community
- Improved communications of weekly Superintendent message with photos and videos

Data Accessibility

- Presented district MCAS results to Curriculum Subcommittee and full School Committee - highlighted gaps in 2021 results and results over time
- Created BAS data input sheets for all appropriate staff in district and will return results within a week of assessment deadline
- Provided PD to all school leaders and at least three school groups on reviewing MCAS results and identifying areas of success and areas for growth



Strategy & Performance

Registration and Enrollment

- Approved plan for Kindergarten registration roll out including translated materials and updated website
- Continued analysis of enrollment including updated withdrawal analysis
- Assisted in updated residency policies to better assist families moving into Brookline



Teaching & Learning

Identify and implement K-8 “essential curriculum” and learning standards.

- Finalized goals for each department and identification of adaptive challenges
- Continued work on K-5 Math Investigations Roll Out
- Curriculum Coordinators facilitated content/ curriculum based PD sessions for all K-8 Educators during the 11.1.21 PD Day.

Manage and ensure compliance for all federal grants that serve as a funding source for the Office of Teaching & Learning.

- Submitted all federal grants and met all deadlines (Title I, Title II, Title III and Title IV, ESSER II, ESSER III) (approximately \$1.3 million in federal funding)
- Complete grant amendments that include accurate budget modifications.

Conduct Review of PSB Middle School Model

- Shared proposal and collected feedback various constituents for feedback re: RFP
- Completion of Middle School RFP and submittance to purchasing department for posting on public sites.



Teaching & Learning

Update the Educator Evaluation Systems & Technology Platforms and provide professional development opportunities to evaluators related to the educator observation and feedback.

- All Evaluator caseloads solidified in early September
- Continued facilitation of professional learning opportunities for PSB Evaluators on Educator Evaluation & Feedback

Leverage Child Study Teams (CST) to correct the disproportionality of students referred for special education evaluations.

- Met with CST Leaders from each K-8
- Completed SWOT analysis at 11/19 CST Leader Mtg



Educational Equity

Listen and Learn ~ Build Relationships

- 50+ meetings; 2-3 school visits per week
- Completed Entry Plan & Report of Findings

Establish Reliable Communication Channels and Create Transparency


- [PSB Educational Equity Website](#)
- EE Newsletter, Equity & SEL Minute via Superintendent's Update, EE Twitter, etc.

Design and Deliver Robust Professional Development via Multi-pronged Model

- [PSB Equity Menu PD](#)
- MASS REDI (Racial, Equity, Diversity, Inclusion) Leadership Practice Network
- Educator affinity groups

Leverage System-Level Drivers including Leadership, Competency & Implementation Drivers to Eliminate Barriers to Equity

- Brookline Educators for Educator Diversity - Recruiting Event, January 6, 2022
- Social Studies curriculum review w/ OTL and METCO
- BRAVE (Brookline Racial Activists Valuing Equity) ~ led by 12th graders Rowan Roudebush and Rohan Narasimhan



Student Services

Special Education

- Program Review Underway
- Significant Disproportionality

Guidance and Clinical Services

- Action plan implementation from Universal SEL Survey data
- Continued analysis of Survey data and support for clinical teams

Nursing Services

- Clinic management/ COVID mitigation
- Coordination of vaccine clinics



Administration and Finance

Facilities

- Presented w/Matt Gillis and Tamar Warburg (Sasaki) at MSBA seminar entitled 'MA Schools embrace a Sustainable Future' on 12/2/21

Payroll

- Established a working group with Town Finance (Justin Cassanova-Davis) to meet on a monthly basis to discuss Procurement/Treasury/Accounting issues in the spirit of being proactive.

New Hires

- Welcomed to A&F Melissa Sousa, Payroll Specialist and Qianna Price, Program Manager

Budget

- Developed the FY 2023 Budget Calendar and met with all budget managers to begin the process of incorporating their budget requests into the PSB budget request sent to Town Manager's office for consideration.



Human Resources

COVID-19 Policy process update

- Vaccination Attestation form
 - 94% have completed the form
 - 98% of staff who completed form reported fully vaccinated
 - 1% requested an exemption
 - As a convenience, created paper form for all staff that request it due to preference
- Reminders to complete the form were sent 11/24/21
- District's weekly Surveillance Pool testing program started 11/23/21 for employees who have an approved vaccination exemption

Testing Obstacles

- Generally, scheduling PCR test and PCR test result times are taking longer
- When staff have cold-like symptoms and follow attendance protocols, schools can experience shortages
- Possibility of exploring a BinaxNOW rapid "test and stay" option for staff with symptoms