

FUND FOR THE EDUCATION OF THE CHILDREN OF PROVIDENCE

PROVIDENCE PUBLIC SCHOOL DISTRICT: 2021 FUNDING PROPOSAL

DISTRICT COMMUNITY ENGAGEMENT TO DATE AND MOVING FORWARD

The Turnaround Action Plan (TAP) is a conscientious approach to change, created with recommendations from the community, led by the Community Design Teams (CDT). In December of 2019, the CDT commenced their work and the forty-five team members were divided into three committees aligned with the Commissioner’s vision: World-Class Talent, Excellence in Learning, and Engaged Communities. Each team committee, led by a facilitator, spent hours evaluating data, soliciting community feedback, and prioritizing recommendations for TAP. The CDT’s work was essential to the TAP process and, as outlined below, their final recommendations, developed during extensive conversations over the course of several months, continue to inform the transformation work in the Providence Public School District.

The chart below outlines the initiatives that have been included in PPSD’s 2021 proposal to the Fund for the Children of Providence. Highlighted are the ways in which each initiative has been informed by the TAP and the Community Design Team’s prioritized recommendations and how future community engagement efforts will continue to guide and advance these initiatives.

Equity & Justice Work			
<ul style="list-style-type: none"> • Increase % of students who feel a sense of belonging at their school. • Increase % of families with a favorable perception of the District. • Increase % of educators of color in the total educator workforce. 			
Initiative	Community Engagement	Goal	Funding
Culturally Responsive Sustaining Education Facilitation Partner	<p>Community Design Team Recommendations:</p> <ul style="list-style-type: none"> • Address dismantling racism found in practices and policies and commit to it • Prioritize the implementation of culturally responsive pedagogy (CPR). <p>Plan for Continued Engagement: The partner we engage will develop, design and facilitate educator, student, and community facing work which will inform the PPSD CRSE Framework.</p>	Seeking an expert partner to support the expansion of culturally responsive and sustaining education (CRSE) work at the district level. The partner will develop, design and facilitate educator, student, and community facing work which will inform the PPSD CRSE Framework. This framework will reinforce a learning environment across the district which is responsive to the diverse backgrounds, strengths and needs of all of our students.	To fund the costs of the partnership for developing, designing, and facilitating CRSE framework (\$140K)
Culturally Responsive Sustaining Education Community Organizer Stipends	<p>Community Design Team Recommendations:</p> <ul style="list-style-type: none"> • Address dismantling racism found in practices and policies and commit to it. • Prioritize the implementation of culturally responsive pedagogy (CPR). <p>Plan for Continued Engagement: Community members who participate in this work will be provided a stipend for their contributions to the</p>	Organizers will work with the CRSE partner as part of the development, design and facilitation of educator, student, and community facing work which will inform the PPSD CRSE Framework.	To provide stipends to students, family, and community members who participate in CRSE framework engagement (\$20K)

	development and design of the PPSD CRSE Framework.		
PBIS Supports	<p>Community Design Team Recommendations:</p> <ul style="list-style-type: none"> • Provide ongoing training on the improvement of student motivation and other social-emotional supports; • Throughout the District, implement policies to decrease the mobility of students for behavioral reasons; • Partner with local and national trainers to provide coaching in restorative practices; . • Create policies that encourage positive learning environments and give principals more autonomy, flexibility, leadership, and support for the implementation of these policies; <p>Plan for Continued Engagement: School leaders will work with parent organizations, CABs, and community members, as well as teachers and school staff to design an effective PBIS plan at their school.</p>	Schools with Student Support Plans and Behavior Management Plans will be given a budget that supports the implementation of a Positive Behavior Intervention Support (PBIS) program as aligned with the TAP and the district's stance on promoting more Restorative Practices within schools.	Funds will be used to support any portion of implementation specifically around training for staff and incentives to promote more support for students (\$50K)
Male Leaders of Color	<p>Community Design Team Recommendations:</p> <ul style="list-style-type: none"> • Train and coach teachers in relationship building and mentoring of children and youth; • Proactively address attrition rates of prospective teachers of color in teacher preparation programs; • Identify ways to attract and retain leadership that can effectively and efficiently meet the needs of Providence schools and students. <p>Plan for Continued Engagement: This work will be guided by a steering committee, including school leaders, staff, teachers and students. This group will identify current areas of strength, opportunities for growth, and the programs and systems that must be in place to support the overall success of the initiative. The District will then take the steering committee's recommendations to community leaders and stakeholders.</p>	Launching an initiative focused on providing high-quality, targeted support to our students and staff who identify as males of color. The student facing work will identify, implement and monitor programs offering mentoring, tutoring and whole-person development to advance the academic and lifelong success of our students. The staff facing work will focus on the recruitment, retention and success of male teachers and leaders of color, and identify opportunities for additional leadership and support tracks to be offered. This work will be guided by a steering committee, including school leaders, staff, teachers and students. This group will identify current areas of strength, opportunities for growth, and the programs and systems that must be in place to support the overall success of the initiative.	Funds will be utilized for the split funding of an FTE to launch and manage this program. The role will focus on building relationships with students and staff, the creation and utilization of data to identify and implement targeted students, and partner relations (\$50K)
High School Redesign			

- Increase % of students who graduate with college credit, AP credit or a CTE credential.
- Increase % of 9th grade students who are on track for postsecondary success.

Initiative	Community Engagement	Goal	Funding
IB Program at Hope	<p>Community Design Team Recommendations:</p> <ul style="list-style-type: none"> • Offer a high-interest skill-building curriculum; • Provide a robust investment in professional learning programs that effectively incorporate research proven theories, progressive implementation of set theories, and supportive progress monitoring anchored in the individual needs of schools and aligned with the mission and vision. • One key initiative detailed as part of the TAP is for the district to create and develop rigorous, high-quality school models in K12. As part of this work, the district intends to focus on building examples of excellence in our high schools in order to continue progressing towards sustainable, high school transformation. This work has been guided by the district's theory of action, as well as the lessons learned through reform efforts to date. <p>Plan for Continued Engagement: PPSD is partnering with engage2learn (e2L) to provide facilitation support for community engagement and strategic design planning for Hope High School. This will include focus group meetings in order to obtain community feedback on the transformation efforts, vision and expectations. Additionally, e2L will support the PPSD team on the strategic planning, project management, and communication planning for Hope High School.</p>	<p>There is a strong interest among stakeholders for Hope High School to explore becoming a wall-to-wall International Baccalaureate (IB) Academy. Currently, hundreds of students leave the district each year because they do not gain entrance to Classical High School, and larger numbers of students are deprived of opportunities for a strong college preparatory option in the district. The creation of this program would put Hope in a position to provide additional accessible and rigorous academic opportunity to our students. In addition, the district plans to explore the creation of a middle years program in order to support the academic preparation of additional students for long term success within the high school IB program.</p>	<p>Funding support of this initiative would cover the year one expenses including the application fee, candidate fee, required professional development for school staff and the required IB site visit (\$40K)</p>

Data & Analytics Capacity

- Increase access and utilization of data in order to make informed, data-driven decisions across all schools and central office departments.

Initiative	Community Engagement	Goal	Funding
Data Warehouse	<p>Community Design Team Recommendations:</p> <ul style="list-style-type: none"> • Identify best-practice leadership and organizational management practices from similar school Districts; • Conduct ongoing assessments of school and student needs; ongoing re-alignment of leadership skill-sets to meet those needs. 	<p>In order to better support and evaluate the initiatives outlined in this proposal, as well as the strategies outlined in the TAP, the district will deploy a data warehouse. This work would focus on the building of a data dashboard vetted by key stakeholders, identifying processes and systems aligned to</p>	<p>To fund the costs of the consultant who will provide expertise and execution of data dashboard, processes and systems alignment, and recommendations for increasing the effectiveness of the Research, Planning, and Accountability Office (\$80K)</p>

	<p>Plan for Continued Engagement: Students, staff and community members will play a key role in providing feedback and suggestions for the newly designed system to ensure transparent data is accessible across the district. A community feedback team will provide guidance and feedback to proposals as the District designs their Data Transparency Portal.</p>	<p>reporting through the dashboard, and an assessment of the most effective structure for the district's Research, Planning and Accountability Team moving forward. Students, staff and community members will play a key role in providing feedback and suggestions for the newly designed system to ensure transparent data is accessible across the district.</p>	
Data Leadership	<p>Community Design Team Recommendations:</p> <ul style="list-style-type: none"> Identify best-practice leadership and organizational management practices from similar school Districts; Conduct ongoing assessments of school and student needs; ongoing re-alignment of leadership skill-sets to meet those needs. <p>Plan for Continued Engagement: Teachers and school staff will receive funding to serve as instructional data leads at the school level. Part of this work will be focused on building data literacy and data capacity for other school staff, students and families.</p>	<p>In order to increase school leader, teacher and staff access to timely school-level data, PPSD plans to pilot a formal instructional data lead at each elementary school. This role would help guide each school in a strategic approach to improvement around key TAP power metrics and other high-priority student outcomes. Additionally, this role will aim to cultivate a data-driven instructional culture across the schools.</p>	<p>\$2000 supplemental stipend per school to be paid to a single teacher upon serving as their school's data leader (\$44K)</p>
Employee Appreciation			
<ul style="list-style-type: none"> Strengthen school leader, teacher and staff retention to meet the demands of the district & better reflect the diversity of the district. Increase the percentage of school leaders who respond favorably to questions about PPSD's central office. 			
Initiative	Community Engagement	Goal	Funding
Employee Appreciation Fund	<p>Community Design Team Recommendations:</p> <ul style="list-style-type: none"> Identify ways to attract and retain leadership that can effectively and efficiently meet the needs of Providence schools and students; Identify best-practice leadership and organizational management practices from similar school Districts. <p>Plan for Continued Engagement: As initial appreciation initiatives are rolled out, the District will be measuring success of these activities and how they have impacted morale by surveying and engaging with district staff. Additionally, the District will be soliciting ideas and feedback from teachers and staff on what will be the most meaningful strategies for boosting morale.</p>	<p>PPSD hopes to develop a fund in order to help ensure PPSD school leaders, teachers and staff feel recognized for their valuable work and contributions to the district. This fund will be focused on appreciation efforts as part of principal and assistant principal appreciation week, teacher appreciation work, and fostering a positive and collaborative workplace culture within the district.</p>	<p>Funding support towards an initiative focused on appreciation efforts and building and positive workplace culture and climate across the district (\$50K)</p>