

BPS/DESE Implementation Plan Summary

Deadline	Category	Responsibility	Description
Immediately	Transportation	BPS	BPS will immediately begin implementing the operational reforms negotiated with the school bus drivers' union, ratified by the union on May 24, 2022, to improve on-time arrivals and eliminate uncovered bus routes.
8/15/2022	Student safety	BPS	BPS will begin using an improved, robust system for managing, responding to and resolving complaints from parents and guardians. BPS will commission an independent student and staff safety audit to assess safety protocols at schools and make recommendations to ensure safe learning environments for all students across the District, including an evaluation of coordination and communication between BPS and BPD.
	Special Education	BPS	BPS will engage an entity or team of individuals mutually agreed upon between Boston/BPS and DESE who have a proven track record of success working in urban school districts and who will work with a sense of urgency on improving special education services. The entity or team will meet with the Special Education Parent Advisory Council and other stakeholders, and will make a set of recommendations to the Superintendent.
			BPS will provide DESE its plan for how the district will accomplish the work described in this section until the senior leadership positions are filled. BPS will develop an updated policy and procedure manual on special education. BPS will train staff on effective implementation of the policies and procedures as part of the professional development provided at the beginning of the 2022-2023 school year.
	Transportation	BPS	BPS will launch a diagnostic evaluation of the current BPS transportation system in order to analyze efficiency, performance, equity, and cost. The diagnostic should yield recommendations for route and schedule planning and optimization as well as updated service parameters.
	Facilities	BPS	BPS will use the district's new Building Dashboard, including ongoing updates, to review all school bathroom facilities and implement a district-wide plan for necessary renovations. BPS will renovate student facilities in at least 15 schools within FY 2023. The selection of the schools will be driven by student need and will seek to avoid disruption to other construction projects underway. Such renovations will be subject to inspection by DESE.
	English Learners	BPS	BPS will develop a system to ensure that all English learners, including English learners with disabilities, receive all appropriate instruction and appropriate access to grade level content instruction. This should include a process for monitoring the quality of ESL and content instruction for English learners, across program models (SEI, dual language, newcomer, etc.).
		BPS	BPS will complete the BPS Strategic Plan for Multilingual Learners that outlines steps for expanding access to native language instruction and literacy, including for students with disabilities and present the Plan to the Boston School Committee as soon as possible during the 2022-2023 school year, but no later than October 12, 2022. The Plan shall include specific action steps related to bilingual, dual and heritage language, Sheltered English Immersion, and English as a Second Language programming.
	Data	BPS	An independent auditor will be hired by DESE to analyze BPS data on a regular basis, will be provided office space in BPS and will receive full access to all BPS data across all academic and operational functions. The allowable scope of the data auditor's access will include all source data and supporting documentation relating to data certified by BPS to DESE. In addition, all source data and supporting documentation relating to transportation services, facilities, student assignment, and internal BPS complaints concerning student safety and bullying will be considered in the scope of access provided to the data auditor. Additional data access requested by the data auditor outside of these areas will be jointly determined by DESE and BPS; this provision, however, does not alter BPS's obligation to respond timely to DESE's requests for data, documentation and other information made in the ordinary course (e.g., inquiries from DESE's Office of Professional Practices Investigations, Problem Resolution System, etc.). This independent auditor will meet on a regular basis jointly
	Complaint Resolution	DESE	DESE will begin to provide periodic trainings for BPS central office and building leaders, tailored to the specific needs of BPS, with a focus on understanding guidance within DESE's PRS Complaint Procedures Guide.
Fall 2022	Complaint Resolution	DESE	DESE will offer a training for district human resources staff about the ESL emergency licenses and SEI endorsement topics.
9/8/2022	Student safety	BPS	BPS will hire a Coordinator of Problem Resolution who will ensure coordinated district and school investigation and response of all complaints received through the Problem Resolution System. This position will be dedicated to addressing PRS complaints and complaints BPS receives
	Data	BPS	Additional data access requested by the data auditor outside of these areas will be jointly determined by DESE and BPS; this provision, however, does not alter BPS's obligation to respond timely to DESE's requests for data, documentation and other information made in the ordinary course (e.g., inquiries from DESE's Office of Professional Practices Investigations, Problem Resolution System, etc.). This independent auditor will meet on a regular basis jointly with DESE, the City and BPS, and the auditor's review and analysis will be available to the City, BPS and DESE.
	Facilities	DESE	DESE will identify a point-person who will inspect student bathroom facilities on an agreed-upon, ongoing schedule to confirm that these essential facilities are properly maintained throughout the school year.
10/1/2022	Facilities	BPS	BPS will use the Building Dashboard to create and implement a coherent preventive/deferred maintenance plan.
	Transformation schools	BPS	BPS will consolidate the number of plans required for Transformation Schools into one clearly articulated, robust, evidence-based Quality School Plan for improvement at each school.
	Data	BPS	BPS will launch a Data Working Group with district, school and expert members appointed from a list of candidates jointly acceptable to the Superintendent and the Commissioner of Elementary and Secondary Education, except that the chair of the Data Working Group will be selected exclusively by DESE. The Data Working Group will include a DESE representative, and will be charged with monitoring data quality and reporting on withdrawal procedures, graduation rates, on-time arrivals, and other key metrics to be identified.
10/15/2022	Special Education	BPS	The BPS Superintendent will post new positions for a senior leadership team with demonstrated expertise in special education and systems changes in urban education.
11/1/2022	Special Education	BPS	BPS will release and begin to implement a district-wide inclusion policy to ensure students are educated in the least restrictive environment and that there is a full continuum of services available for all students. This policy will include short-term objectives and a timeline for implementation, addressing Central Office operational changes, including enrollment and budget processes, specific models for high-quality and inclusive education, and professional development and staff training. To implement the policy effectively, the district will finalize an inclusion plan for all schools that is based upon robust community engagement. The policy will transition from a minutes-based to a percentage-based definition of inclusion and incorporate models to significantly expand partial inclusion and address complex needs.
11/16/2022	Special Education	BPS	The BPS Superintendent will make a public report to the Boston School Committee on the recommendations from the mutually agreed upon entity or team advising the Superintendent.
12/1/2022	Transformation schools	BPS	BPS will produce an equity analysis on funding for Transformation Schools compared to non-Transformation Schools of similar size and programming and to all BPS schools, and implement a plan to equitably fund its lowest performing schools starting in FY 24.
6/30/2023	Special Education	BPS	BPS will engage a McKinley Schools Working Group that will include the head of the McKinley Schools; a student at the McKinley Schools; a Boston School Committee member, selected by the Chair; and one representative from each of the following: DESE, SpEdPAC, the Boston Teachers Union, and the School's Parent Council. The Chair of the Working Group will be jointly selected by the Superintendent and DESE. The Working Group will be charged with implementing the recommendations of the McKinley Schools intervention team and guiding the Needs Assessment phase of the building renovations proposed in the city's FY 23-27 Capital Plan.
12/2023	Data	BPS	The independent auditor will share their analysis and recommendations with the City, BPS and DESE so that Boston may determine what long term resources are needed to sustain improved data quality practices across the system and incorporate necessary investments within the FY 24 budget.
12/31/2023	Facilities	BPS	BPS will create and implement a comprehensive, long-term master facilities plan, incorporating the recommendations of the Facilities Conditions Assessment, expected to be complete by the beginning of SY23-24.

No date specified	Student safety	BPS	BPS will respond in a timely manner to complaints received from DESE's Problem Resolution System (PRS), including allegations of bullying, as outlined in the Complaint Procedures Guide.
	Transportation	BPS	BPS will achieve a district-wide school bus on-time arrival rate of 95% or better each month. The on-time arrival rate includes all scheduled bus routes.
		BPS	BPS will ensure 99% of BPS school buses will arrive at school within 15 minutes of the start of the school day.
		BPS	BPS will report on-time arrivals rates to DESE each month, beginning in August 2022 (in order to capture information inclusive of all bus routes, including approved special education school bus routes, charter school bus routes and any uncovered routes).
	English Learners	BPS	BPS will report compliance levels of the City's successor agreement with the U.S. Department of Justice.
	Transformation schools	BPS	BPS will provide quarterly briefings to the School Committee and DESE on how the District is supporting the development, implementation, and progress monitoring of the Quality School Plans at each Transformation School.
	Accountability	BPS	Mayor Wu, the City of Boston, and BPS will make regular reports on the matters set forth in this Systemic Improvement Plan to the Boston School Committee, and to the Boston community. The first regular report shall occur before August 31, 2022.
		BPS	The City of Boston, BPS and DESE will engage in collaborative process to set any additional outcome metrics for the Systemic Improvement Plan.
		BPS	The Mayor of the City of Boston, BPS School Committee Chair, BPS Superintendent and the Commissioner of Elementary and Secondary Education, or their designees, will meet on a monthly basis during the first year of this plan and every other month during subsequent years to discuss the priority initiatives.
		BPS	BPS will continue to work in collaboration with DESE on developing a Performance Management System for all BPS schools.
	Financial Support	DESE	DESE will commission the independent student and staff safety audit.
		DESE	DESE will engage the consulting team on special education and support implementation of the district inclusion policy.
		DESE	DESE will create or procure an observation tool for English as a Second Language (ESL) instruction to support school leadership teams in assessing the quality of ESL instruction, consistent with BPS's curriculum;
		DESE	DESE will conduct a diagnostic evaluation of BPS's transportation system that seeks to identify efficiencies, and opportunities for improvement.
		DESE	DESE will provide ongoing technical assistance on how the district could create community and vendor workforce pipelines.
		DESE	DESE will provide professional development and training to BPS staff consistent with the Systemic Improvement Plan.
		DESE	DESE will support the continuing work of the Kaleidoscope Collective for Learning.
	English learners	DESE	DESE will complete a previously scheduled Tiered Focus Monitoring Review of BPS's English Learner program and will provide technical assistance as appropriate following that review.
	Data	DESE	Within a reasonable period of time following receipt of the necessary information from all school districts, DESE will provide BPS with a comprehensive list of all students included in the current four graduation cohorts. The file will identify each student's accountable school, graduation cohort year, and last-recorded enrollment status.
	School Supports	DESE	In addition to providing some financial support for the Kaleidoscope Collective for Learning, DESE will also assign one or more DESE staff members to work with BPS to support the schools in the Kaleidoscope network.
DESE		In addition to providing some financial support for the Performance Management System, DESE will also assign one or more DESE staff members to the project.	