

Turning Hope Into Results

EXCELLENCE IN LEARNING: Building an Academic Vision

WHAT'S NEXT?

- Finalizing a **civics learning implementation plan** with community, staff, and student input which will encourage students to become creative and independent thinkers.
- Adding **reading specialists in elementary schools** to ensure that students are meeting third grade benchmarks for reading level and improving literacy skills.
- Hiring **literacy and math instructional coaches** in all secondary schools to analyze student data to support teachers and improve student outcomes.
- Launching a **Learning Management System (LMS)** to support curriculum implementation and assess learning across grades K-12 which will allow educators to develop courses and communicate better with students.
- Providing **Career and Technical Education (CTE)** programs for 200 students at three schools this summer with traditional CTE programming as well three unique offerings - firefighter training, certified nursing assistant (CNA) certification, and CCRI dual enrollment courses for P-TECH students.
- Launching **CTE Healthcare programs** at Alvarez High School this fall with three pathways: certified nursing assistant (CNA), emergency medical technician (EMT), and community health worker.
- Appointing a new **Executive Director of Teacher Development** to better support teachers and coaches with in-class professional learning.

TAP PROMISE: ACADEMICS

“Every student enrolled in Providence schools will have access to a high-quality, equitable, data-driven learning environment that will provide them with the confidence to succeed academically and continue on to postsecondary education opportunities.”

- Turnaround Action Plan, June 2020



Students learn during a Pre-K class at Young Woods Elementary School this spring.

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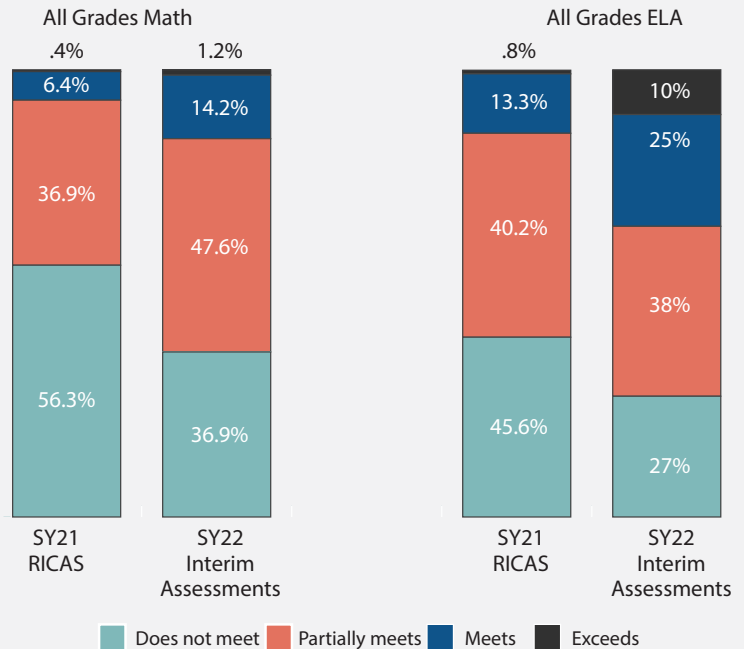
EXCELLENCE IN LEARNING: Building an Academic Vision

PROGRESS

- ✓ Achieved **significant progress** in K–8 students reaching grade level benchmarks in English Language Arts (ELA), and math during spring interim assessments (see graph at right). The assessments predict whether students are on track to succeed during year-end RICAS testing.
- ✓ Earned the District's first ★★★★★ **(5-star) rating** for a pre-kindergarten program. Young Woods Elementary was recognized by BrightStars, a national independent evaluation agency.
- ✓ Added **120 pre-kindergarten seats**, new for the 2021–2022 school year.
- ✓ In conjunction with teachers, selected a new **K–8 science curriculum** (Amplify Science) which features hands-on investigations, literacy-rich activities, and interactive digital tools that empower students.
- ✓ Implemented district-wide **ELA curriculum** (StudySync) and **math curriculum** (Illustrative Math) at all high schools after working with teachers to select the curriculum.
- ✓ Launched **College Board Pre-AP pilot program** in Biology, English, and Math at three schools.
- ✓ Provided **concurrent enrollment program** to over 300 students, helping them earn college credits during the school year.
- ✓ **98 CTE students** completed 100-hour paid internships in high-demand fields such as engineering & graphic design.
- ✓ Expanded **dual language program** at Spaziano Elementary with 215 new seats.
- ✓ Created the **first-ever evening school** for over-aged and under-credited students. Also created the **Over-aged Career Pathway** program for Newcomers.
- ✓ Submitted **ESSER III proposal** for roughly \$128M in federal funding. Nearly 80% of this funding focuses on access and extended learning, closing the achievement gap, and social emotional support for students and staff.

ASSESSMENT GROWTH

Percent of K–8 students meeting or exceeding grade level benchmarks in math and ELA



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EXCELLENCE IN LEARNING: Supporting Students & Schools

WHAT'S NEXT?

- Continuing to increase the number of **ELL certified teachers** for the 2022-2023 school year.
- Expanding support for **Multilingual Learners (MLL) who are Newcomers** by launching the Newcomer ESL Program in addition to the Newcomer Academy for students in grades 9-12.
- Provided over **36 hours of ESL training** to all classroom teachers to increase capacity.
- Launching **Director of Operations** roles at schools to allow principals to focus on instructional leadership.
- Hiring a **Social Emotional Learning and Mental Health Director** to implement social emotional learning programs in grades K-12 for next school year.
- Expanding **A-Venture Academy**, a learning community providing students with alternative credit-bearing programs, to create a network of resources and opportunities for middle and high school students who need support academically, behaviorally, and/or with attendance in the traditional school setting so that they may plan for postsecondary success and career opportunities.
- Exploring **student suicide prevention programs** for implementation in SY22-23 through the Social Emotional Learning & Mental Health Office to expand our continuum of supports in accordance with the Nathan Bruno Act.
- Supporting future district leaders through the District's first **Principal Leadership Cohort**. This two-year, highly-selective, principal certification program is funded through a grant from the U.S. Department of Education.
- Elevating several PPSD principals into **district leadership roles** to make the central office more responsive and understanding on the principal experience.
- Adding **special education classrooms** in elementary schools to reduce class sizes.

TAP PROMISE: SUPPORT

"Every student in Providence will be enrolled in a school where they feel engaged, secure, and valued. A data-driven process for regularly assessing the social and emotional health and growth of students will be implemented, using surveys and observational instruments."

- Turnaround Action Plan, June 2020



A coaching retreat for leaders at Providence Public Schools.

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EXCELLENCE IN LEARNING: Supporting Students & Schools

PROGRESS

- ✓ Developed a comprehensive **Summer Learning Program** for all students focusing on literacy, English language acquisition, mathematics, STEM project-based learning, and arts integration and enrichment courses.
- ✓ Initiated over **24,000 points of contact** with families and students to engage them in school and improve attendance. These include house visits, phone calls, texts, and emails.
- ✓ Added **Teacher Ambassadors** to support new educators through mentorship and day-to-day goal setting.
- ✓ Promoted free **emotional and mental health resources** to middle and high school students through an district-wide awareness campaign.
- ✓ Created an **Office of Specialized Instruction guidebook** that outlines policies, procedures, and forms to ensure state and federal compliance as well as uniform procedures and protocols district-wide.
- ✓ Implemented **learning walk protocols**, including classroom visits by instructional coaches and district leaders, with an emphasis on principals and assistant principals becoming academic leaders.
- ✓ Supported school leaders with **progress reports** every four weeks to monitor achievements, academic growth, attendance, and other Turnaround Action Plan benchmarks.



A learning walk with classroom visits by instructional coaches and district leaders at Providence Public Schools.

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WORLD-CLASS TALENT

WHAT'S NEXT?

- Partnering with several **colleges and universities in Puerto Rico** to recruit bilingual teachers of color. PPSD has already attended several virtual fairs in Puerto Rico and attended a job fair in May.
- Joining two committees (**By-All-Means** and **Urban Innovation Partnership**, which is led by the Mayor's office) that include representatives from RIDE, RI school districts, hospitals, non-profits, and others who are jointly committed to education equity and diversifying the educator pipeline.
- Growing a partnership with Handshake, providing **access to millions of alums and current students** at colleges and universities across the country and in particular, students at HBCUs (historically Black colleges and universities).
- Hiring additional **talent sourcers**, individuals who search for and identify suitable candidates, to support with filling vacancies and growing a larger talent pool.
- Partnering with **Latinos for Education** to provide high-potential Latino teachers with opportunities for professional growth and advancement.
- Partnering with **Johnson & Wales University** to provide PPSD staff with significant discounts in professional development programs.

TAP PROMISE: TALENT

"All Providence students will attend a school staffed by highly effective teachers and leaders who reflect the community's diversity, and are singularly focused on student growth and achievement."

- Turnaround Action Plan, June 2020



Human Resources is partnering with many local organizations and also spreading the word through advertisements in several locations and media types..

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WORLD-CLASS TALENT

PROGRESS

- ✓ Awarded **Rhode Island Principal of the Year** (Scott Barr, Classical High School) and **Rhode Island Assistant Principal of the Year** (Rene Walker, Central High School).
- ✓ Posted positions earlier this year than ever before, providing **access to a broader pool of candidates**. This resulted in 213 hires by May 2022, compared to less than 10 hires during the same period in 2021.
- ✓ Launched an **employee referral bonus program** incentivizing staff to expand talent in their own schools.
- ✓ Established a **signing bonus for teachers** in hard-to-fill positions with the ability to earn up to \$10K in bonuses for filling certain criteria.
- ✓ Launched the **Campus Champions program**, in which current PPSD educators serve as a liaison between Human Resources and prospective PPSD teachers.
- ✓ Increased reimbursement to **\$8,000 in support** of up to 500 current PPSD educators obtaining an ESL certification.
- ✓ Extended offers to prospective principal fellows for our second **Principal Leadership Cohort**, a two-year, highly-selective, principal certification program that prepares aspiring PPSD principals to be transformational school leaders.
- ✓ Continued partnership with **Teach for America** (TFA) resulting in 16 second-year TFA teachers and 15 TFA members joining PPSD as first-year teachers.
- ✓ Established a partnership with Rhode Island College (RIC) to create a **teacher pipeline** for current PPSD students. The program funds their education to become a Teaching Assistant.



Human Resources hosted Career Fairs this spring like this one at Providence Career and Technical Academy.

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ENGAGED COMMUNITIES

WHAT'S NEXT

- Developing an additional **Parent Advisory Council** specific to the offices of Multilingual Learners and Specialized Instruction and Services.
- Developing a **Superintendent's Teacher Cabinet** to support teacher engagement and give teachers a stronger voice in shaping Providence Public Schools' policy decisions, classroom experience, and staff retention.
- Expanding the **Parent University Program** to include more offerings for parents that focus on social emotional learning opportunities, technology used in the classroom, and non-credit bearing courses in partnership with CCRI.
- Renewing partnership with Crossroads RI to continue **supporting students and families facing housing insecurity** through the Office of Family and Community Engagement (FACE) and PPSD social workers.
- Growing the **Parent Ambassador program** from parent volunteers representing 30 schools to all 40 schools. The program places parent volunteers in their student's school to help deliver information to other parents and gather feedback for the FACE office to create actionable items to address.
- Working with departments to make the **District website** more user-friendly and accessible for PPSD stakeholders.

TAP PROMISE: COMMUNITY

"Schools will be welcoming and students and families will have a voice in their child's education. Engagement is essential for success, and that requires two-way communication and proactive outreach to families."

- Turnaround Action Plan, June 2020



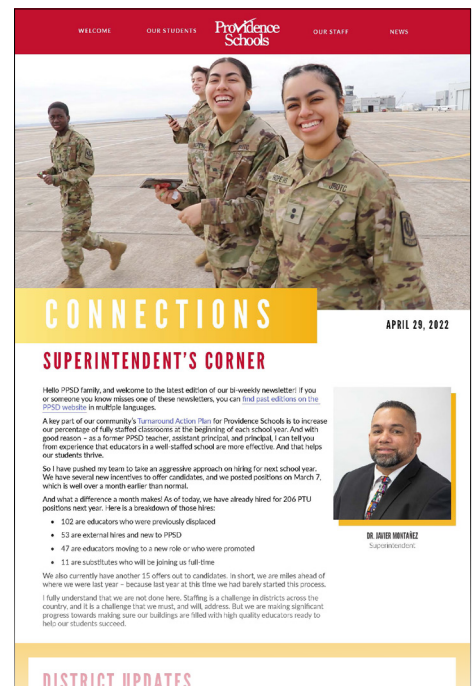
The Parent Ambassador Program provides valuable feedback to PPSD leadership.

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ENGAGED COMMUNITIES

PROGRESS

- ✓ Developed a **Student Advisory Council** that meets monthly with the superintendent and PPSD leadership to address issues important to students.
- ✓ Added 26 **Community Specialists** and **Culture Coordinators** to expand two-way conversations and collaboration between families and their school.
- ✓ Hosted monthly meetings with the **Parent Advisory Committee (PAC)** and **District Wide Advisory Council (DWAC)** to provide updates on TAP progress from the Commissioner and Superintendent to parents and community members.
- ✓ Launched the District's **Connections Newsletter** to keep staff and community members informed of PPSD news, student successes, and upcoming events.
- ✓ Hosted family engagement events attended by roughly **400 community members** to discuss school building renovations and construction projects across the District.
- ✓ Worked with the Providence Mayor's office to deliver another set of **summer enrichment opportunities** for PPSD students and partnered with community organizations to provide additional academic and youth leadership development opportunities.
- ✓ Invested over \$500K in **translation and interpretation services** to ensure that families can communicate in their native language with PPSD stakeholders, including 24-hour interpretation access.
- ✓ Added the **Let's Talk communication platform** to collect feedback from families in multiple languages. This information is forwarded to the appropriate PPSD party for resolution. Progress is monitored and families can evaluate the process.
- ✓ Partnered with **Rhode Island Housing** and the **United Way of Rhode Island** to provide rent assistance to over 300 families.
- ✓ Added **Restorative Center** with staffing to include up to 42 Restorative Behavioral Specialists for school to community outreach.



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EFFICIENT DISTRICT SYSTEMS

WHAT'S NEXT?

- Renovating several buildings through the use of **Phase I ESSER funding** including Hope High School, Classical High School, Pleasant View Elementary School, and the Spaziano Elementary School Annex.
- Conducting **≈\$7M of building improvements** this summer such as replacing boilers, refinishing gym floors, and installing bottle filling stations across the District utilizing a capital revolving fund established with the City of Providence.
- Selecting data platforms that will assist in **assessment efficiency** as well as data collection, data analysis, and data dashboard population to increase student achievement levels.
- Implementing the **data warehouse and data visualization tools** for stakeholders to access and analyze data. Users will include central office, building leaders, teachers, students, and families.
- Evaluating the **Human Resources department** with help from an outside firm to better serve staff and improve effectiveness in building a diverse pool of world-class talent.

TAP PROMISE: SYSTEMS

"The District's Central Office will be revitalized through the implementation of policies that allow for efficient decisions about educator personnel, resource distribution, and budgeting practices - delivering resources and support to the school level."

- Turnaround Action Plan, June 2020



Classical High School, left, where renovations are in progress through Phase I ESSER funds.

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EFFICIENT DISTRICT SYSTEMS

PROGRESS

- ✓ Submitted **ESSER III proposal for roughly \$128 million** in federal funding which focused on access and extended learning, closing the achievement gap, and social and emotional support for students and staff.
- ✓ Broke ground on the **Narducci Learning Center**, a critical part of PPSD's mission to renovate and modernize the District's schools. The Narducci Learning Center, once known as the Windmill Street Elementary School, will serve as a swing space for students whose schools are being renovated. The 21st century building will be equipped for modern learning and help students thrive while much-needed construction work takes place.
- ✓ Implemented an improved **exit interview process** to better understand and address the reasons for employee departures. This new process increased the percent of departing PPSD employees taking part in exit interviews from 10% to 56%.
- ✓ Provided a **leadership development program** for the Providence Public Schools central office through the Community Training Assistance Center (CTAC). The program focuses on building the specific content knowledge of District leaders based on national best practices. This work is reinforced with learning experiences that enable leaders to collaborate with peers using case studies and practical examples.
- ✓ Distributed tens of thousands of **free take-home COVID-19 rapid tests** to students, families, and staff throughout the school year and before major events such as vacations, proms, and graduations to help limit spread of the virus.
- ✓ Set up a weekly asymptomatic **COVID testing program** to ensure ongoing access to this valuable health service for students and staff district-wide.
- ✓ Hosted dozens of **COVID vaccination clinics** across the District, at various locations and various times, including weekends and during school, to ensure access for staff and families.



COVID-19 Vaccination Clinic at Gilbert Stuart Middle School in August 2021.