



# Turning Hope Into Results

UPDATE : JANUARY 1 2023 - JUNE 31, 2023



# Turning Hope Into Results

## EXCELLENCE IN LEARNING: Building an Academic Vision

### PROGRESS

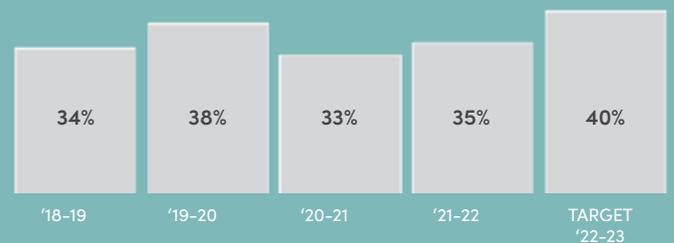
- ✓ Launched **civics capstone projects** in 10th grade to focus on civic engagement and leadership
- ✓ Increased **RICAS tutoring support and events** including before/after school programs, Saturday Academies and Spring Break Academy to prepare students alongside RICAS Nights to increase family participation
- ✓ **SAT preparation classes** were included during Spring Break Academy to serve students from all nine high schools with extended school hours
- ✓ Increased the number of PPSD **Pre-K Classrooms** from 27 classrooms (506 seats) in SY20-21 to 40 classrooms (665 seats) in SY23-24
- ✓ Received two **5-Star Pre-K** recognitions from BrightStars, Rhode Island's Tiered Quality Rating and Improvement System (TQRIS)
- ✓ Implemented lab and inquiry-based **K-8 science curriculum**
- ✓ **Common Assessments** across the District in English Language Arts (ELA) & math based on the new curriculum



Students take part in SAT Prep classes during Spring Break

### LEADING INDICATORS OF IMPACT<sup>1</sup>

Percentage of PPSD students who graduate with college credit, AP credit or a CTE credential



1. See TAP for full set of metrics; achievement data

### WHAT'S NEXT?

- Adding **30 minutes** of **instruction time** for elementary, middle, and high school students; with longer class blocks for middle and high schools
- High quality **supplemental programs and materials** selected to support accelerating student achievement
- Increase the number of four-year-olds enrolled in a high quality **Pre-K program** to meet the demand
- **K-grade 2 foundational skills** curriculum adoption
- Improving the **transition from Pre-K to kindergarten** through coordination with community agencies to create a support system for children and families
- Increasing the number of **social workers** available to support students
- Launching the new **Canvas Learning Management System** to capture all courses and assessments

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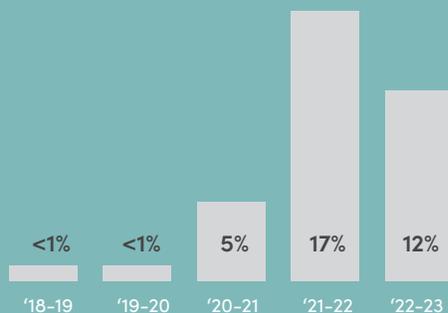
## EXCELLENCE IN LEARNING: Supporting Schools & Leaders

### PROGRESS

- ✓ Increased the percentage of **students who are present 90% of the school year** from 41% in SY21-22 to 50% in SY22-23! This is 9% growth, compared to the previous year. **WE MET THE TAP GOAL.**
- ✓ Provided **Dual Language/MLL Coaching** for teachers, ELA/Math Coaches ( ~400 teachers )
- ✓ Expanded the **Dual Language program** with 260 additional seats in SY22-23
- ✓ Implemented a **NEW English as a Second Language curricular** resource-VISTA Connect (Elementary) and expanded English as a Second Language curricular resource-Cengage (Secondary)
- ✓ Implemented **Professional Learning Communities** (PLC) focused on student supports, Dual Language-ARC, Vista Connect (Elementary) as well as StudySync & Cengage (Secondary)
- ✓ Added an additional **SMART Clinic** at George J. West Elementary School making a total of three clinics across the District
- ✓ Provided all teachers access to 51 hours of **embedded professional development**, with middle school teachers accessing an additional 58 hours

### LEADING INDICATORS OF IMPACT<sup>1</sup>

Number of four year olds enrolled in high-quality Pre-K (%; IRLA)



Dual Language program at Leviton

### WHAT'S NEXT?

- Enhancing educator knowledge in the science and research of how students **learn to read** and instructional approaches to increase number of students reading at or above a proficient level
- Increasing the number of community partners to provide **paid internships** to Career and Technical Education (CTE) students
- Develop a comprehensive professional development plan to ensure **all counselors, from newly hired to experienced, are proficient in meeting the needs** of students related to their academic, college and career, and social emotional development
- Roll out middle school **CTE Pipeline** to introduce students to CTE opportunities before they reach high school
- Plan for launch of **six redesign schools** across the District - one middle and five high schools

# Turning Hope Into Results

## ENGAGED COMMUNITIES UPDATE

### PROGRESS

- ✓ Increased percentage of PPSD families responding to **SurveyWorks** from 27% in SY21-22 to 39% in SY22-23! This is 13% growth, compared to the previous year, and **MET THE TAP GOAL**.
- ✓ Offered 28 workshops through **Parent University** serving over 1,234 parents and guardians on relevant topics like understanding Individualized Education Plans (IEPs), Rhode Island Comprehensive Assessment System (RICAS), Multilingual Learners (MLL) support, mental health, and preparing for college during SY22-23
- ✓ Recruited and placed 30 school-based **Parent Ambassadors** supporting parent engagement activities within schools who act as a liaison between schools and parents
- ✓ Hosted 12 **District Wide Advisory Council (DWAC)** meetings, strengthening community engagement
- ✓ Continued two **Community Engagement Student Advisory Council (SAC)** workshops serving 38 students
- ✓ Hosted 12 **Parent Advisory Council (PAC)** meetings with membership of 30+
- ✓ Identified and supported over **300 students facing housing insecurity** with housing, finance, and transportation assistance
- ✓ Expanded **K-12 Summer Learning Program** to include acceleration of learning in addition to learning remediation and credit recovery. Provided breakfast, lunch and dinner to students. Expanded middle school summer program to include hands-on STEAM programs including SeaPerch



Promoting SurveyWorks in the District

### WHAT'S NEXT

- Institute a cadence of **community leader gatherings** for SY23-24 to better engage and support the Providence community
- Support families with **foreign educational/professional credentials** in the US that could lead to employment opportunities
- Develop **Parent Leadership Academy** and **Parent University Certification Program** with local higher education institutions including Community College of Rhode Island (CCRI)
  - Certified Nursing Assistant (CNA), Medical Assistant and Medication Technician
  - Software/Data Analytics and Teacher Assistant Pathway
  - English as a Second Language (ESL) and General Educational Development (GED) diploma
- Collaborate and assist
  - The **Newcomer Academy** to engage newcomer families,
  - The **Student Supports' Attendance Team** to increase student attendance across the District, and
  - The **Office of Student Supports** to help families complete **FAFSA forms** and support their students' college pathway

# Turning Hope Into Results

## EFFICIENT DISTRICT SYSTEMS

### PROGRESS

- ✓ District procured a new **Integrated Facilities Management performance-based contract** that will improve cleanliness and care of our schools in service of students and staff
- ✓ Implemented **student-based budgeting** process so money follows student needs and principals have increasing autonomy in budget decisions
- ✓ Development of **Comprehensive Data Warehouse** to connect key data across the District in real time
- ✓ Continued use of new **capital revolving fund** developed by the District for over \$7 million in repairs and upgrades
- ✓ Established new **collective bargaining agreement** with Providence Teachers Union which adds 30 minutes per day or 15 days per year of instruction time
- ✓ Hired, trained, and supporting a cohort of **15 School-based Directors of Operations** so principals can focus on supporting classroom instruction
- ✓ Reduced **time for procurement** while expanding volume of purchases
- ✓ Implemented a **visualization and analytical system (Elevate)** and the **district assessment system (Mastery Connect)**, cutting the amount of workload and giving schools real-time analysis



Spaziano Elementary, left, Beam Raising Ceremony, April 2023



Spaziano Elementary School Rendering

### WHAT'S NEXT?

- Engagement and planning for **next phase of building investments** from recent bond
- Breaking ground on **substantial renovations** in next phase including **Kizirian Elementary School** and **Fogarty Elementary School**
- **Three (3) fully renovated or rebuilt schools** set to open Fall 2023:
  - **D'Abate Elementary School, Spaziano Elementary School, and Narducci Learning Center**
- Increase the percentage of funding available for **school-based decision making** (Local/Title 1 funds)

# Turning Hope Into Results

## WORLD CLASS TALENT

### PROGRESS

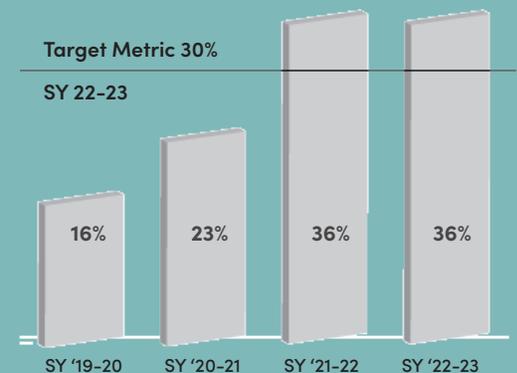
- ✓ Offered **incentives to newly hired staff members** in hard-to-fill areas, launched the second loan forgiveness for new educators of color cohort, and expanded the employee referral bonus program
- ✓ Supported **teacher assistant, teacher, and administrator** continued growth through partnerships with Johnson and Wales University (JWU), Rhode Island School for Progressive Education (RISPE), Providence College (PC), Rhode Island College (RIC), Latinos for Education, Generation Teach, and more
- ✓ Secured **~30 “early contracts”** in high-need areas for SY23-24, and on track to secure 10+ more for the first time in career fairs
- ✓ Posted jobs far earlier than previous years and **hired ~50% more new teacher hires** in SY22-23 than SY21-22
- ✓ Helped **over 528 teachers** over 4 cohorts pursue **ESOL certification** through reimbursement of program costs (up to \$8,000 each)
- ✓ Increased English to Speakers of Other Languages (ESOL) **teacher certification to 35.5%** since the start of the TAP
- ✓ Hired **53 building-based New Teacher Ambassadors** to serve as on-site support for new teachers
- ✓ Launched District’s first **ad-marketing campaign** resulting in 765 leads in the first 5 weeks
- ✓ Developed a **Diversity, Equity, and Inclusion (DEI) internal working group** to provide resources and to create equitable processes designed to support the recruitment and retention of diverse staff and faculty

### WHAT’S NEXT?

- Decreasing **career turnover rates** (teachers exiting the classroom) to increase retention - currently decreased from 31% to 24% in the last 2 years
- Continuing to refine the **hiring processes and procedures** across all departments
- Continuing and reviewing **exit interviews** to evaluate reasons for turnover
- Continue exploring additional **pathways into the teaching profession/nontraditional pathways** including partnering with Local 1033 to strengthen **teacher assistant to teacher pipeline**
- Strengthening **on-boarding process** for new hires. Currently, there is a four (4) day mandatory induction training where teachers new to Providence will engage in professional development on a variety of subjects including but not limited to 6 hours of content overview, instructional strategies for differently-abled students and MLL students, working with parents as partners, social emotional learning, and the importance of student attendance

### LEADING INDICATORS OF IMPACT<sup>1</sup>

percentage of teachers holding and using the ESL/BDL certification (%)



1. See TAP for full set of metrics; achievement data available beginning November 2021



Career Fair, Providence Career and Technical Academy  
June 3, 2023