EXCELLENCE IN LEARNING:
BUILDING AN ACADEMIC VISION

PROGRESS
- Selected and implemented unified, culturally relevant, gold-standard core K-8 curricula and 9-12 curricula to replace a mix of existing curriculum and to match standards and provide continuity district-wide and from grade to grade
- Launched Providence’s first dual-language middle school at Gilbert Stuart Middle
- Expanded dual-language program at Spaziano Elementary with 250+ new seats
- Partnered with community organizations to develop paid internship program for students
- Developed EMT certification course for Central and Hope seniors
- Created rich new career and technical education (CTE) pathways aligned to high-wage RI industries – at JSEC, PCTA, and E-Cubed
- E-Cubed P-TECH Pathways announced
  » Networking
  » Computer Support Specialist
  » Computer Science
- Launched 9th Grade Academy model at Alvarez
- Expanded the district’s Summer Learning Program for the first time to include elementary students and accelerate learning instead of just credit recovery

SUPPORTING SCHOOLS & LEADERS

PROGRESS
- Built new School Support Network teams to support and coach school leaders with additional coaching and professional development
- School leaders received consistent 1:1 coaching and professional learning experiences in peer groups
- Radically increased professional development (PD) for teachers from 1 to 12 days—adding 4 new PD days before the start of SY 2021-22
- Added community specialists at every middle and high school in the district
- Partnered with Pure Edge to provide online and free social and emotional learning (SEL) professional development support to teachers
- Added school guidance counselors at every elementary school in the district
- Added assistant principal positions across the district’s elementary schools

ENGAGED COMMUNITIES

PROGRESS
- Launched District-wide Advisory Council and Student Advisory Councils
- Set and measured customer-service standards
- Built a rapid response tool for resolving family questions
- Enhanced and enriched Parent Academy with new offerings
- Required teacher participation in Parent Teacher Conferences
- Supported families with Lionbridge’s translation program, which provides translation services in 300 languages
- Purchased and distributed coats for every student in the district
- Revamped the Family and Community Engagement (FACE) Office

Learn more and track our progress at www.4PVDKids.com
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Turning Hope Into Results
SUMMARY OF PROGRESS MADE DURING THE PPSD TURNAROUND ACTION PLAN

WORLD CLASS TALENT
PROGRESS

- Nearly doubled the percent of new teachers of color hired
- In the first year of intervention we saw a significant decline in teacher vacancies (102 to 22) due to an accelerated hiring timeline
  - In 2021, vacancies reverted back to previous levels in part due to not being allowed to use an accelerated hiring timeline
- Developed financial hiring incentives for hard-to-fill teacher vacancies such as special education, secondary math and science, and ESL
- Launched new school leader residency program and exceeded program recruitment goals
- Provided 125 teachers with financial support to gain ESL certification in 2020
- Provided an additional 125 teachers with equal financial support to gain ESL certification in 2021
- Offered up to $25,000 in loan repayment incentives over the first three years of employment to newly hired teachers of color through Rhode Island Foundation grant
- Created new human resources position to recruit diverse talent

EFFICIENT DISTRICT SYSTEMS
PROGRESS

- Successfully reopened schools and created safe spaces for students during a global pandemic
- Created $1M in central office savings to prevent cuts to schools during the pandemic
- Established the Capital Revolving Fund to support long-term school capital improvements
- Redesigned the district procurement system, which reduced barriers and bureaucracy as well as streamlined ordering and purchasing
- Increased frequency and depth of cleaning in schools
- Increased standards for cleaning
- Increased school-based discretionary funding by $440K
- Established new collective bargaining agreement with Providence Teacher’s Union
- Established new collective bargaining agreement with Rhode Island Laborers Union Local 1033
- Began implementing Phase I of the Capital Plan, with $160M in planned facilities investments that will prioritize student-centered enhancements instead of taking a piecemeal approach
  - Major facilities renovations planned for Classical, Pleasant View and Hope High School
  - Planned renovation of Windmill to use first as swing space to help expedite other construction in the district, then to become a new PK-8
  - New PK-5 dual language school at the site of the Spaziano Annex
- Partnered with Brown University to revamp Hope library
- Planning underway for the next $170M+ investment in PPSD facilities through Phase II of the Capital plan
  - New PK-8 dual language school at the site of the former St. Joseph Hospital Building

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