

Turning Hope Into Results

SUMMARY OF PROGRESS MADE DURING THE PPSD TURNAROUND ACTION PLAN

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

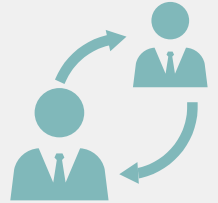


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SUMMARY OF PROGRESS MADE DURING THE PPSD TURNAROUND ACTION PLAN

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

