This is the annual report on compliance with the School Board’s Ends policy 1.0 Global Ends for the FY19 School Year. I certify that the information contained in this report is true and validated by Bonnie Ryder, Stephanie Phillips, and Russ Elek.

Yaw Obeng, Superintendent 6/18/19

Policy Statement:
The Burlington School District exists so that every student will graduate having achieved their highest academic, intellectual, and personal potential, and be prepared to thrive in a global community. In achieving this goal, the district will act inclusively and equitably, recognizing the diversity of our student body.

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Interpretation: The Superintendent will take actions to create an environment to support the highest academic, intellectual, and personal potential through sound operational practices and the BSD Strategic Plan goals of sustainable financing and facilities, equitable climate and culture, and inclusive teaching and learning. This is done while prioritizing the actions of closing the achievement gap, raising the bar, and restorative practices towards developing global citizens.

Indicating Metrics:
The following metrics and data sources will be utilized to track the success.
- District Strategic Plan & data indicators
- Reporting of Executive Limitation policies (https://www.bsdvt.org/monitoring-reports/)

Evidence: We have seen many examples of our student and faculty engagement throughout the school year and are encouraged by the progress made in our efforts to become a restorative district. Each year brings the opportunity to meet new students, parents, and community members, which compels us to ensure programs are expansive and evolving to meet the growing needs of our student, parent, and public populations. With the help of the District’s staff, administration, partnerships, and board, our students are well prepared to thrive in a global community.

- Global Ends Policy 1.1 Year in Review of Accomplishments Towards Global Ends
In 2018-2019, we continued to work towards creating an environment which supports the highest academic, intellectual, and personal potential. We continue to use the BSD Strategic Plan goals as a barometer when implementing new initiatives and evaluating old ones. We are guided by restorative practices and all we do is viewed through an equity lens. Our priorities continue to be closing the achievement gap while raising the bar for all students. Here are just a few examples of the work being done in pursuit of our goals.
Global Ends Policy 1.1
Year in Review
2018-2019
June 6, 2019

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Aligning & Refining Our Rocks
Vermont Accountability System Requirements

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Inclusive Teaching and Learning

District Successes

- Served over 1500 students K-12
- Over 90% parent satisfaction rate
- The program has been a real “win-win” for families. It is also the time our older students have the opportunity to give back to their newer classmates.

Afterschool has given me the confidence to be who I am and confidence to speak out about what I believe in. The program has impacted me so much—it has changed who I am as a person.

Afterschool program culture is learner centered.

District Successes

- Partnership with University of Vermont’s Education for Cultural and Linguistic Diversity literacy program
- For UVM, literacy students with some English need English Learners at BHS
- One-on-one tutoring for all ESL students
- Real-world experience for college students going into the ESL field
- Outcomes both academic and social emotional
- BHS students opening up to others
- UVM Students changing study goals to work more closely with ESL population

District Successes

- 2018-19 Parent Survey: Understanding the opioid crisis and alternatives for healthy lifestyles for youth
- 52 parents/Guardians successfully completed the requirements to graduate on June 15th at 3:30 pm at the Flynn Center
- Parent Group: Parent University welcomed new community partners to achieve the goals set for this Spring Session of 2018
- Chittenden County Opioid Alliance
- Burlington Partnership for Healthy Community
- Howard Center Opioid Task Force
- Center Point
- BPS Opioid Task Force
- Turning Point
- State of Vermont Fish and Wildlife

District Successes

- Webinar for all schools
- Social Media Growth
- 2005 Facebook
- New Instagram
- Based on 18m
- 10k Twitter
- New YouTube Channel
- 5 videos
- 4 subscribers

Press Success
- MLK Day Free Press, Front Page
- Kate Stribe: All 3 Local News
- Unicorn Cafe: NECN, WPTZ
- BHS Campaign: All 3 TV: Free Press, Seven Days, VPR
- BTC Brevities: Free Press, Hometown, WCVAX, VT Kids
District Successes: Improved Student Supports

- Specialized training for Student Support Services teachers in special education law and transition services from pre-K through adulthood.
- Paralegals training online and during inservice—hands-on application and choice.
- Investment in accessibility in district schools, playground equipment—Yynn Goga Ball-dome.
- Recognition of the Unicorn Cafe at BHS as an outstanding and innovative learning environment for students with significant disabilities.
- Outstanding teacher leadership at Horizons and Grit during leadership transition.

Early Education Successes

Continues to be a Specialized Therapeutic Licensed Child care center with 5 STARS in all classrooms.

2 more Early Ed staff were accepted into the Schooling Centers Early Childhood Leadership Cohort for a total of 6 Early Ed employees.

Completed the PDSC grant successfully.

In Early Ed this year we were once again awarded the Preschool Development Block Grant.

We are one of the states Early Multi-Targeted Systems IE-HID of Support School for Early Education.

We have increased our Early Learning Partner sites to include 47 Title 5 sites.

“We are excited to meet the needs of anticipated enrollment and to meet the needs of all of our youngest students.”

Burlington Technical Center

Recognized from the VT ACEcrafter “Pro to Comp in Computer Programming” as a State program demonstrating that they can do the work. One of only 4 in the state.

ACER Career Pathways Implementation Grant awarded in May will provide the resources needed to develop an Advanced Manufacturing Engineering program that will offer high school students the opportunity to earn college credits, explore careers, and gain hands-on experience in the fields of mathematics, science, and technology. The grant will support the development of a secondary and post-secondary pathway. Program development will take place next year. The program launch will be in time for annual inservice.

IE Coordinator Melanie and Work-Based Learning Coordinator aforementioned.

Hazards/Link: Project Pioneers focused on developing 100 students for college, financial aid, and employment. Students are learning about the process of setting up a business and will be given the opportunity to participate in mock interviews as we grow this program next school year.

16 new inductees to the National Technical Honor Society this year. This is at all-time peak for the state of the annual event.

BTTC continues to grow with a 15% increase in enrollment for 2023-24 compared to 2022-23. We saw the new school year with 560 enrolled students, down; state school year ended with 550 students.

Celebrating Scholastic Achievements

BHS Senior Zachary Lacey First Place in 15th Annual Northeast Brain Bee

Burlington Technical Center National Science Fair for the MS

Burlington Senior High Scholastic Bowl Team

English Learners Program Successes

BISG, Winooski, VBPR-Multilingual Liaison Support: Collaboration

- Improving program from EFL/ELI, average school average grant.

- Making learners’ lives with the invisible stress that comes with their language.

- Building their resilience.

- Providing improvement solutions for building more positive learner-school relationships.

- Winooski and BISG liaison collaborated to present in Burlington Waithman-Michigan is through the national provider network.

Breaking Down the Walls between EL/Non-EL BISG courses

- School-wide learners parallel classes

- EL non-EL new CC, ASVAB courses for next year

- Math

- Science

- P.E.

Celebrating Faculty Successes

Christy Colton: National PTA Ambassador of the Year in the Nation

Buddy Male: Regional Principal of the Year. Migrated to America

Kate Stein: Vermont’s Substitute Teacher of the Year

Melissa Clark: Recognition for providing outstanding support of Foster

Shannon Walters: “Lil’ Change of the Year Nominee

Kendall Gato: Pasco School Committee Assessment Exam and obtained license as a Director of Special Education

Heath Dilling: Successfully defended dissertation for G.O. in educational leadership and policy studies

Chris Celotto: Passed SMTT “Certified Professional Test

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**CURRICULUM Innovation**

City and Lake Semester
- 40% of students participated in our pilot program
- Hands-on learning experiences with City of Burlington DFD, Watershed Alliance, the Vermont Folklife Center, and more
- Students consulted on Burlington’s first-ever Equity Report plans for Perkins Pier, and the Moran Framework project on the waterfront
- Collaborated with artist Mary Pacy and Carrie Younce on two public arts projects
- Student-visited DSSC schools to teach others about UN Sustainable Development Goals
- Field-research with Rosalia Project collecting data on plastic pollution at North Beach

**K-5 Cooking Cart**
The curriculum and food service departments have worked collaboratively to provide student-centered learning opportunities that connect our science curriculum with the school gardens.

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**Achievement Gap – Strategy**

- **Team Development**
  - Data Manager - Karyn Vogel
  - Achievement Gap Lead - Victor Prussack
- **New Data System**
  - PowerSchool system for district data
  - School based data walls
- **Data Analysis**
  - School Leadership teams
  - Coaches/Interventionists
  - Professional Learning Communities

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**Achievement Gap – Data Sources**

- **How do we monitor the progress of the achievement gap?**
  - Annual Equity & Inclusion Data Report
  - VTAOE Snapshot
    - Achievement
    - Behavior
    - Climate
    - Personalization Data
  - BSD Progress Monitoring Data
    - K-8 Literacy and Math

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**Achievement Gap – Data Driven**

- Digital data walls at all K-8 schools
- PD with coaches and interventionists
- Systems cleanup and consistency
- Placement for Equity district-wide

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**Achievement Gap – Instructional Coaching Model**

- Kansas Coaching Model implemented in all K-8 Schools.
  - Coaches support new and veteran teachers with goals connected to effective instructional practices.
  - Coaches work with Achievement Gap Lead, Data Manager and School Leadership Teams to analyze data and plan for Continuous Improvement.

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**Achievement Gap – Ongoing Professional Development**

- Professional development opportunities to support content and pedagogy:
  - Math (Eureka Implementation)
  - Orton-Gillingham (Phonics)
  - Next Generation Science Standards
  - Proficiencies/Personalized Learning
  - Writing (Writers' Workshop Unified)
  - Restorative Practices

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**Achievement Gap – Next Steps for Monitoring and Raising the Bar**

BSD spring progress monitoring data and the VTAOE Snapshot will be available by June 30, 2019. Based on an analysis of these data sources, the Achievement Gap Lead and team members will develop baseline goals. Goals will be shared in the fall of 2019 with an updated status report in June 2020.
Sustainable Finance and Facilities

Capital Plan Successes: BHS!

Thank you Burlington

Capital Plan Successes: Edmunds

Project remains on budget; completion slated for end of the summer.

Space Utilization & Building Capital Improvements

Completed: New Cafeteria, New Rooms


The budget passed with nearly 70% of all votes cast in favor of its passage.

This is the 4th straight year that voters have approved the District’s proposed budget on Town Meeting Day.

Burlington School Food Project

Hunger Relief in BSD
New initiative provides food to food insecure families during breaks/vacations.

Town’s Green Worker FoodEducatio and Youth Outreach Manager set up a weeklong event to prep and freeze meals for distribution to families over Thanksgiving break. It was a success. We were able to do this for the first time in a blue collar school district; means an overall increase, but still needs an overall decrease in food insecurity. The goal is to provide food to those in need.

- 80 families were delivered a frozen meal package for each district.
- Miscellaneous items were given: bananas, apples, oranges, juice, peanut butter, carrots, crackers, applesauce, and cheese.
- Pies were free of charge.

This is a morale booster within our district and we hope to continue to bring about awareness to this need.

Equitable Culture and Climate

Restorative Practices ~ Overarching Goals

Learning Environment Goal:
Improved school culture and climate for youth and adults (create authentic partnerships: student, parent, family, community)

Working Environment Goal:
Improved district employee culture and climate (create authentic relationships)
**RP ~ Successes**
- All of 18-19 district-wide Professional Development Days dedicated to RP
  - Trained 1,500 employees, including school & district-based departments
- 20-20 Budget includes increases to support RP, including the addition of dedicated staff
- RP Leadership Teams formed in all schools and Central Office
- Established RP Collaborative monthly meetings representing all schools
- Schools held community building circles on a regular basis
- Conducted BHS assets inventory and fidelity inventory

**Reading to End Racism**
February at 5A
This national program promotes cultural respect, social awareness, and literacy by hosting guests who read age-appropriate stories that address diversity and discrimination.

**Hundreds Attend 2nd Annual Beyond Black History Month**
District-wide celebration intentionally held in March to continue conversations around race, equity, inclusion, and community
- DEALT has identified state for 3rd Annual Celebration March 23
- Workshops incorporate more workshops next year

**Gender Neutral Locker Room at BHS**

**Celebrating Student Engagement**

**Teacher Appreciation Week! May 6-10**

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**Thank you to our staff and community for your contributions to a wonderful year!**

Cultivating caring, creative, and courageous people. Join the journey!