Entry Report

2019-2020

Leadership, Innovation, Technology, Equity, Management
Superintendent's Introduction

• Assess where we are and where we want to be in the future

• What We Can Count, See and Hear
  • Provides insight into our strengths and areas to grow
  • Includes a vast amount of data
  • Measures the impact of our work over time

• Participated in the New Superintendent Induction Program (NSIP)
  • Dr. Ruth Whitner and the Massachusetts Association of School Superintendents and other Superintendents
    • Carried on during the COVID-19 Pandemic with minimal disruption to the educational process
Process

• Shaped around 11 questions—big picture questions
  • What are the best things in the Blue Hills Regional Technical School District? What do we do well?
  • What are the challenges in the Blue Hills Regional Technical School District, what do we need to work on?
• Visited classrooms
• Coffee Hours with Superintendent & Principal
• Examined documents and data
  • Assessment results, budget data and survey results
State of the District

• 35 Acre Campus that borders a beautiful MDS reservation
  • View of “Big Blue” Hill

• 2019 Enrollment – 844 students

• Nine towns—Avon, Braintree, Canton, Dedham, Holbrook, Milton, Norwood, Randolph and Westwood

• History of academic achievement, vocational technical training

• Growing in diversity and changing demographics
  • 56% White, 15% Hispanic and 21.1 African American
  • 473 males and 383 Females
Building and Grounds

• 84.8 million dollar renovation project
  • Over budget, over schedule
• Significant upgrades to the infrastructure
  • ADA compliance upgrades: two elevators, three lifts
  • Safety systems: fire annunciation
  • New HVAC and plumbing
  • New Electrical Systems
  • New Windows and Doors
  • Improved Roof
  • New Locker Rooms and Lockers
• Completion: Summer 2020
• Outstanding issues: West Side Stairs and Ground Water in the old mechanical room
Budget and Finance

• Year focused on closing out the renovation project and budgeting
  • Responsible, realistic and responsive to student needs
  • Continuing good relationships with the towns
• Substantial completion reached in November 2019
  • Commissioning, landscaping, bleachers, HVAC and punch list continued through summer 2020
• Tremendous strain on the district
  • $850,000.00 cobbled together from the operating budget and revolving funds to finish the project
• Then the COVID-19 pandemic hit
School Culture and Climate

- Continually improving communication with families and stakeholders
- Helpful
- Sense of family
- Bring students from nine different towns and by junior / senior year they are a part of this culture
- Collaborative faculty, staff and administration

Employee Engagement Survey Results from January 2020:
  - 100% of employees know what’s expected of them
  - 92% said they have the right materials to do their work
  - 90.7% feel their opinion counts and they feel values
Leadership and Governance

• School Committee leads and governs through policies
  • 9 elected officials
  • Share a goal of providing high quality academic and technical to the district’s students

• Working in partnership with the School Committee to negotiate and ratify a new three-year contract for their memberships

• District and High School Leadership Team
  • Meets weekly
  • New District Level Team Members in New Roles: Superintendent, Business Manager, HR/Payroll Specialist, Principal and Facilities Director
Curriculum and Instruction

- 17 Career Technical Programs
- 1:1 Chromebooks
- RULER Training (Social Emotional Training)
  - Train-the-trainers
- Professional Development
  - Strengthen Remote Teaching
  - Civic Engagement
  - COVID-19
- Bridge Program
- Several Advanced Placement Classes for upperclassmen
  - % of students with AP scores of 3+ ranges between 48-64%
- 96.6 % of grade 9 students passed their courses
- Average class size is 14.6
Special Education

• Provides high-quality services to students with disabilities
  • 25% SWD which means we service a little over 250 students which is 9% above the state average of 17.7%

• Well defined entry and exit criteria
• NEASC 5 Year Follow-Up this Fall
• Tiered Focused Monitoring Review
  • Review special education, civil rights, EL program and CVTE
• Relationships foster success
Educators and Education

• Some new district and high school members
  • Dedicated, talented leadership team

• Excellent academic and vocational technical programs
  • Skilled, professional
  • Work together to maximize student growth, safety achievement and career development

• Highly skilled teaching staff, bright, committed and student-centered

• 99% of our teachers are licensed
English Learner Data

• Less than 1% of students
• Most meet their learning targets according to ACCESS testing
• Many of our teachers have earned their SEI Endorsement or Equivalency
MCAS & Accountability

• Grade 10 students typically meet their competency determination in ELA, math, biology
• SGP 48.8% in English and 42.9% in math
• MCAS after school program has a 100% passing rate once the students complete the courses with our dedicated instructors
Social Emotional Learning

- Data comes primarily from the state’s VOCAL (Views of Climate and Learning) survey
  - 209 students participated in 2019 in Grade 10
- 70% of schools fall in a typical school climate
- Teachers earned good marks and students are engaged
- 96% of students said their teachers care about them
- Blue Hills can be proud of the relationships they develop with their students
- 93% of students feel safe at school
- More work kindness to others and students helping with school rules
Equity and Access

• ASCA recommends one counselor for every 250 students
• caseloads of these students support professionals are appropriate
• Rigorous and culturally relevant curriculum, resources, programs, clubs
• Meaningful discussions on civic engagement
Attendance

- Average daily attendance rate of 94.7%
  - Better than the state average of 94.6%
- Chronic absenteeism rate is 6.1%
  - About 12 students miss more than 18 days or 10% of the school year
- Leadership team continues to encourage families to improve student attendance rates (pre-covid)
Student Discipline

• Low suspension rates at 3.1%
• 27 students were disciplined in 2019
  • High needs group most numbers with males in the lead
• Most students were white (19)
• Dean maintains a positive attitude and tries to educate the students around being their best selves
  • Promotes good behavior at Blue Hills
# Plans of High School Graduates 2018-2019

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Human Resources and Professional Development

- New Human Resources/Payroll Specialist this summer
- 121 staff members
- Almost 50% male and female
- Most staff rating of proficiency or exemplary in 2018-2019
- Staff retention rate in 2019: 95% which is greater than the state-wide staff retention rate for all school systems
- Looking to share common documents on Google Drive with staff
Strengths

- Blue Hills community supports the school, school culture is work ready and employable.
- Students achieve at high levels both academically and vocationally, affording a student’s wide range of opportunities at graduation because we are good at meeting students where they are academically and due to the nature of the vocational programming and building relationships.
- The district employees an exceptionally bright, invested and caring administrative team, faculty and staff.
- 99% graduation rate for all students with a very low dropout rate
- Working together to provide technology resources, classroom resources and professional development needs
- 17 vocational technical programs that give students multiple options to choose their pathway
Opportunities for Growth

• Support students’ ever changing social, emotional, civic engagement and behavioral needs
• Offer mission and vision statements that drive the school district’s goals over the next three to five years
• Determine curricular and instructional changes to meet the needs of all learners including communicating the “portrait of a BHR graduate”
• Review special education and counseling services to see if we are using people in the most efficient way and if we should have less team classes.
• Build an alumni program and share past grad success stories
• Provide a culture of service professional development for clerical workers
• Expand social media of sports and activities
Next Steps

• Celebrate the district’s success, including strength of programming, exceptional school culture, and high student achievement with a focus on civic engagement

• Determine priorities for growth

• Develop a District Strategy Plan and present in September or October
Closing

• First year as superintendent was unprecedented due to the COVID-19 pandemic which forced schools across the Commonwealth to shut down in mid-March

• Waiting for Chapter 70 numbers
  • Forced to cut 20%

• 8 of 9 towns passed the budget
  • Not required to do a 1/12 budget

• Feedback gathered will help me lead most effectively

• Grateful to be a part of the Blue Hills community

• Look forward to continuing this important work during these extraordinary times