



**OFFICE OF THE
FIRST DEPUTY
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Champions for Children

**Citywide Council for District 75
Presentation**
May 1st, 2019

BXPLAN

NYC Department of Education UFT

**EQUITY & EXCELLENCE
FOR ALL**

Objectives and Agenda

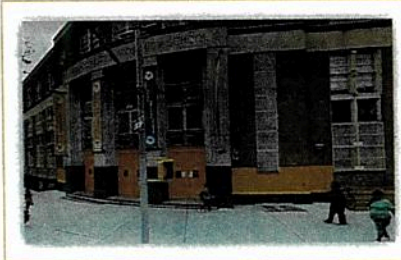
BXPLAN

Objectives	Agenda
<ul style="list-style-type: none">• Share information about the Bronx Plan with CC members and the community• Discuss Bronx Plan structures and supports• Share list of Bronx Plan schools• Make connections between the Bronx Plan and the work underway in schools	<ul style="list-style-type: none">• Bronx Plan Overview and Introductions• The Bronx Plan and the Chancellor's Priorities• Bronx Plan school selection• Overall school support• Timeline and program structures• Closeout and next steps

NYC Department of Education

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Robert's Why: Equity Now



“Victor Lozano, the school's principal, said the shooting would make it tougher to attract good teachers. He recalled attending a recruitment conference in Puerto Rico for teachers, who simply avoided the table where he waited to sign them up for schools in the Bronx and Brooklyn.” [New York Times January 11, 1992](#)

Bronx Plan Overview






The Bronx Collaboration Schools Model (Bronx Plan) creates a collaborative environment where all members of the school community work together to tackle the specific issues and challenges facing their school. It is an opportunity for schools to make a teacher transition and see an on and increase student achievement.

A school's staff and parents know their school best. This ground-breaking plan honors that knowledge and gives the school community the opportunity to work together to develop and implement a plan to make their school better and improve outcomes for all students.

Participating schools are located in historically underserved communities throughout the city:

- (1) The Bronx
- (2) East New York, Brooklyn
- (3) Far Rockaway, Queens
- (4) Inwood, Manhattan

Each school in the Bronx Plan will form a committee that will work together to identify and collaboratively solve challenges. The committee will include:

- (1) Teachers
- (2) Parents
- (3) School leaders
- (4) Other community members

Schools will develop plans to address their particular challenges. All stakeholders will be involved and the

whole community will be heard. School staff taking on this important work will receive coaching and other supports along the way.

Schools may consider programming and initiatives that address their school specific issues, such as adding sports and the arts, providing greater social-emotional support for students and staff or enhancing the school day.

Participating schools may receive:

- (1) Targeted hard-to-staff pay differentials
- (2) New facilities upgrades
- (3) Professional development

In order to be invited to apply to the program, schools demonstrated strong ties between the observations and staff collaboration necessary for success in the work

Schools.nyc.gov/BronxPlan

Bronx Plan Components

“Hard to Staff” differentials for specific licenses with high turnover in Bronx Plan Schools


Training opportunities to strengthen their collaboration, data analysis, shared decision making, and practice as educators.

School-Based Committees that include teachers, staff, administration, parents and community members


School Committees will have the opportunity to design and create plans that may include curriculum changes, instructional coaching, and other tools and innovations to move the school forward.

Priority consideration for centrally funded initiatives


The Bronx Plan and the Chancellor's Four Priorities



The Chancellor's Priorities	The Bronx Plan Work
<p>Accelerate Learning and Instruction</p> <p>Provide inclusive, rigorous instruction to every child, in a safe, welcoming, and affirming environment.</p>	<p>Bronx Plan School teams will have the opportunity to design and create plans that may include curriculum changes, instructional coaching, and other tools and innovations to move the school forward.</p>
<p>Partner With Communities</p> <p>Improve every community's experiences with the DOE. Empower families with a shared mission for student success and equitable outcomes.</p>	<p>Partnership between principals and educators through a Collaborative Schools committee to drive improvement through on-the-ground, data driven, collaborative decision-making processes.</p>
<p>Develop People</p> <p>Cultivate a learning culture by valuing and developing individuals and teams.</p>	<p>Bronx Plan school committees will receive learning and training opportunities to strengthen their collaboration, data analysis, shared decision making, and practice as educators.</p>
<p>Advance Equity Now</p> <p>Transform outcomes by tackling inequities in all forms throughout the system.</p>	<p>The Bronx Plan supports schools in underserved areas: Bronx, Far Rockaway, East New York, and Brownsville through priority consideration for centrally funded initiatives. Participating schools may also receive hard-to-staff differentials to attract and retain educators in hard-to-staff subjects.</p>


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How Were Bronx Plan Schools Selected?




In order to be eligible to apply to be part of the Bronx Plan, schools had to meet the criteria below.

<p>Underserved Communities Throughout NYC</p>	<p>Trust Between Staff and Administration</p>	<p>Teacher Turnover</p>	<p>Student Performance</p>
<p>Bronx Far Rockaway Brownsville East New York</p>	<p>Meeting 3+ on NYC School Survey</p>	<p>Higher than average staff turnover</p>	<p>High school graduation rates or K-8 ELA/Math scores at 50th percentile or below</p>

More schools will be invited join the program as part of Cohort 2 next year.


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School Committee Structure




Each Bronx Plan School Committee will include no less than 6 and no more than 12 members:

- UFT selects 50%
- Principal selects 50%

Example


UFT 50%
6 UFT Rep: UFT Chapter Leader, 2 teachers, 2 counselors, 1 Para Professional

Principal 50%
6 Principal Rep: Principal, 2 APs, 1 Parent, 1 Parent Coordinator, 1 CBO



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Bronx Plan Timeline



January 2019 to June 2020


January - June 2019

- Application submission
- School committee formed
- Committee team meetings begin
- Committee team meets bimonthly
- Schools engage in teacher recruitment and early hiring
- Announcement of hard-to-staff differentials
- Finalize Bronx Plan for SY 2019-20

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September - June 2020

- Implementation of Plan
- Committee meets bimonthly
- Committee engages in progress monitoring of data and key metrics to ensure action steps are in alignment with needs of the school community
- Apply for micro-grants to support school plan
- Cohort 2 schools identified, invited, and selected



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Comprehensive School Support Strategy

The Comprehensive School Support (CSS) strategy is our plan to equitably support all schools based on their unique needs, and the needs of their specific students.

Selected components

- Identify the needs of school communities using a multidimensional approach
- Support schools to develop a strategic action plan
- **Ensure schools receive high quality, differentiated supports aligned to their strategic plan**
- Engage in regular progress monitoring to assess the impact of schools' plan and supports
- Continuously adjust school plans and supports as necessary to ensure that school's needs are met and equity is advanced.

Understand the unique needs of school communities

District 75 Schools Eligible for "Hard to Staff" Differentials

School Name
J.M. Rapport School Career Development
PS 811
PS 10
PS 17
PS 168
PS 186 Walter J. Damrosch School
PS 188
The Vida Bogart School for All Children
P469 - The Bronx School for Continuous Learners
PS 721 - Stephen McSweeney School

Closeout and Next Steps



- Communicate with CECs and Citywide Councils throughout the implementation of the Bronx Plan
- Identify possible strategies CECs can support families of Bronx Plan schools
- Final questions

Thank you for your participation!

If you have any questions, please reach out to Robert Hernandez at rhernandez@schools.nyc.gov or Meghan Harkins at mharkins@schools.nyc.gov