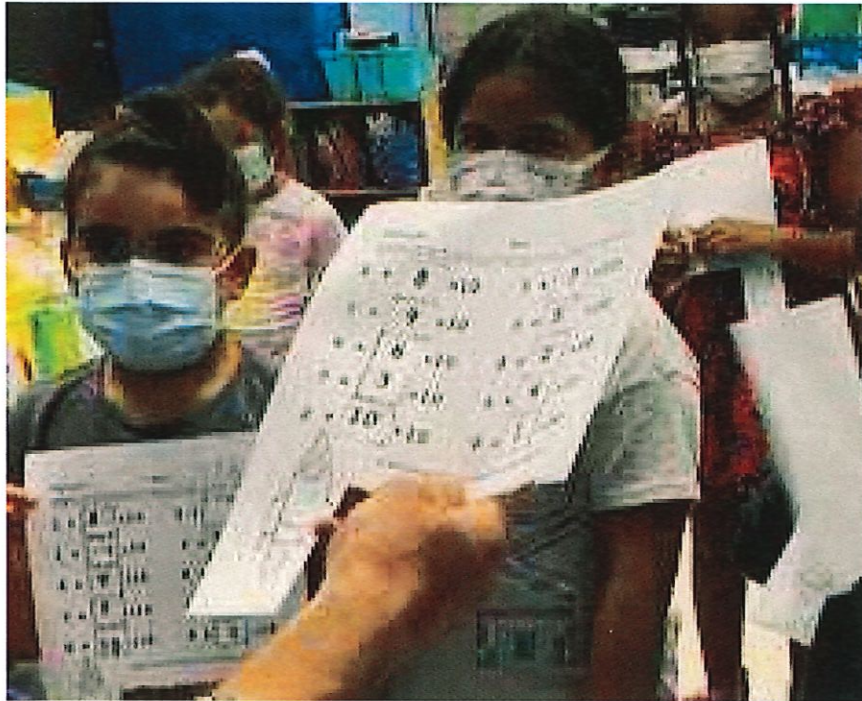
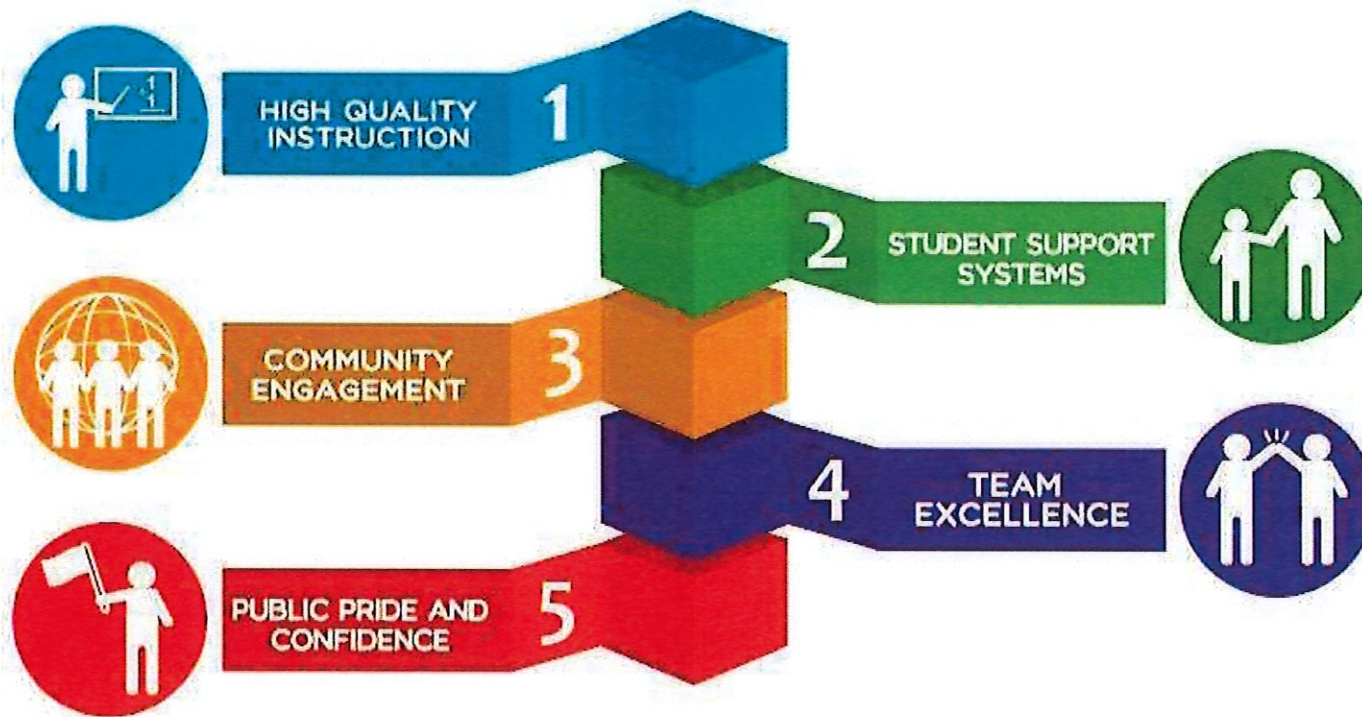


Superintendent Update

Monday, December 13, 2021



NBPS GOALS





- General Updates
- School Spotlight: New Bedford High School
- Human Capital Services



Test and Stay Update

1,956 individuals

5,734 tests

126 Positive (105 students, 11 staff)

5,608 days of school saved



Charter School Public Hearing Information:

December 15 / 4:00 PM - 6:00 PM / Kilburn Event Center at the Kilburn Mill (127 West Rodney French Boulevard, 3rd Floor)

Speakers at the public hearing and written public comment are important methods to communicate directly with the State Board of Elementary and Secondary Education and DESE regarding the proposed school. The State Board of Education will be taking a final vote in February 2022.

Public Hearings and Public Comment

- DESE holds a public hearing on the final application in the school district in which the proposed charter school intends to locate. It is attended by members of the public, Board of Elementary and Secondary Education Board member(s) and DESE Staff.
- Public hearings are an opportunity for member(s) of the Board and Department staff to hear from the community(ies) to be served by the proposed school.
- Speakers have approximately 3 minutes to speak.
- The deadline for written public comment is **Friday, January 7, 2022**. Written comments are to be submitted to:
 - Massachusetts Department of Elementary and Secondary Education, c/o Office of Charter Schools and School Redesign,
 - 75 Pleasant Street, Malden, MA 02148 or by email to charterschools@doe.mass.edu.
 - Masks will be required within the building for all attendees

Your voice is extremely important in this process, and I encourage you to express your support of New Bedford Public Schools either in person at the Public Hearing or by submitting written comments by the deadline. We have some excellent structures in place and our work to expand Early College, advanced course offerings, the Honors Academy, college dual enrollment, and middle/high school dual enrollment programming, to name a few, is on track.

As you know our high school students are accepted into more than 90 colleges and universities each year and our latest 90% graduation rate is our highest on record. Please share the quality programming that we already have in place and the positive impact that it is having on our students. As we continue to work together and galvanize our resources, there are no limits to what we can achieve as a school district. But this takes a collective effort, and we must push back against our needed resources being diverted to programming that we are already offering or working to strengthen.

Be bold to be inclusive and **CONNECT, INSPIRE, TEACH, and LEAD.**



- *Be Inclusive by:*
 - *Building*
 - *Leveraging*
 - *Leading*
 - *Cultivating*

Superintendent Update: December 13, 2021

Inclusive change is
the spark that
can remove
disparities that
impact us all.



nbps

New Bedford
Public Schools

School Spotlight: New Bedford High School

New Bedford High School

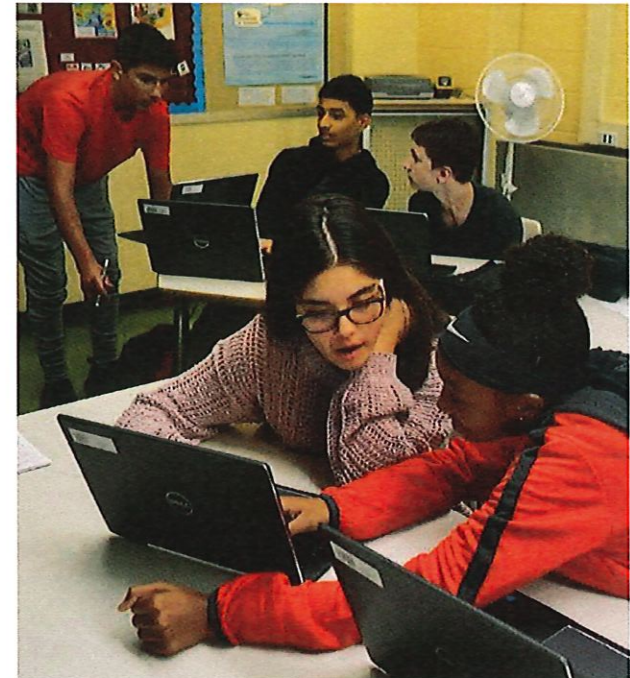
A Tradition of Excellence

New Bedford School Committee

December 13, 2021

Profile and Growth

	2017	Today
Enrollment	1,962	2,890
Graduation Rate	65%	81%
Advanced Placement Qualifying Scores	41%	51% (64% 2020)



CVTE

Significant Practices and Program Growth

Finance Lab

A flagship training center for finance and business skills



Massachusetts Skills Capital Award of \$125,000

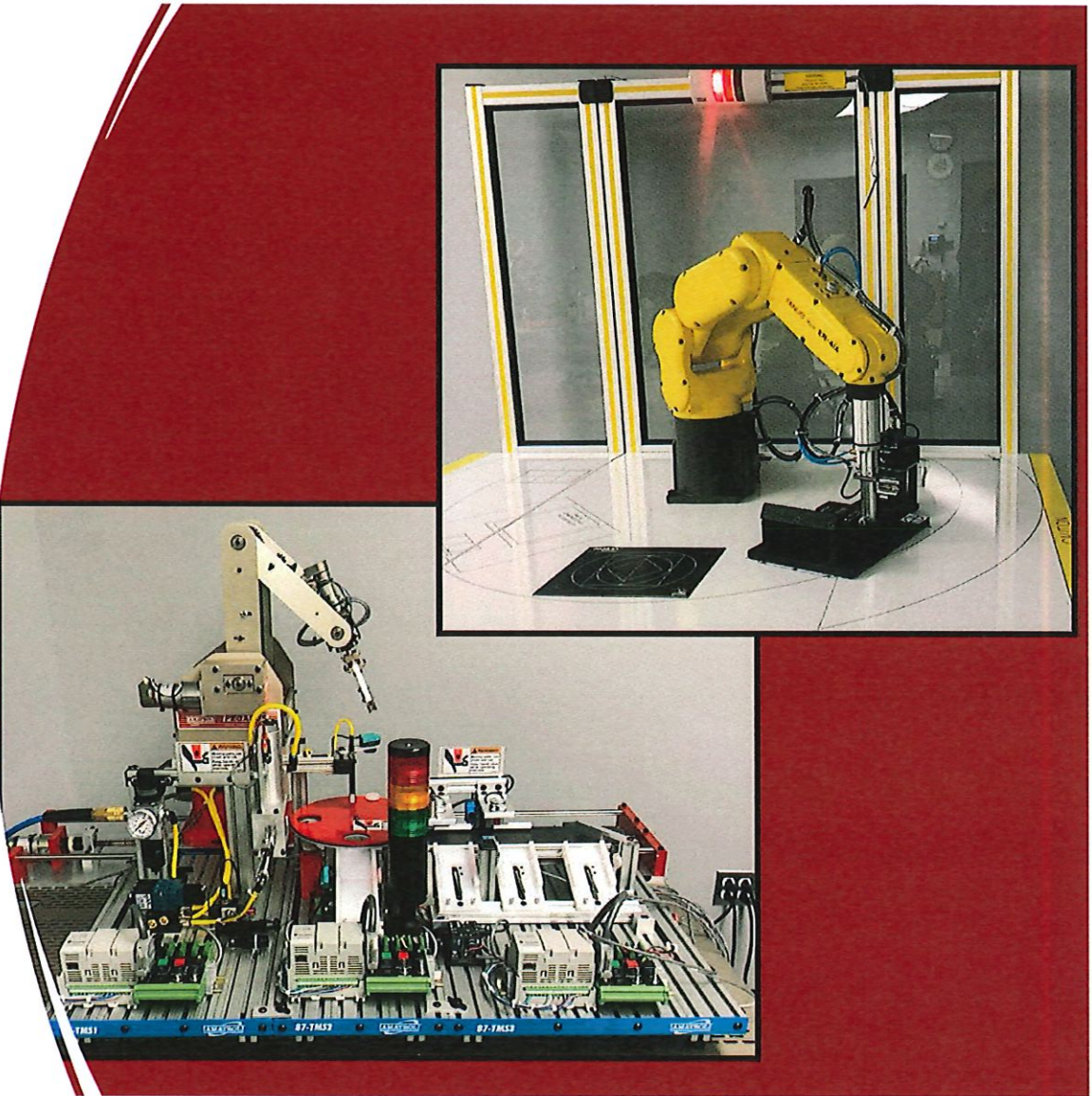
Matching Funds from NBCU

Technology includes real time stock ticker, 4k monitors, advanced desktops

Furniture fosters a culture of collaboration

Robotics Logistics Lab

- Massachusetts Skills Capital Award of \$275,000 and matching funds from industry partners
- Supply chain automation training center
- Equipment includes Robotic Arm, Mechatronic sorting stations, 3-D printers, 4k monitors
- Student industry credentialing opportunities
- Grand opening early 2022!



TV Studio Renovation

- Capital enhancements include new wallboarding and flooring
- New state of the art equipment including a Tricaster video switcher, cameras, lights, and microphones
- Podcasting center incorporated in studio



NBHS Makerspace Construction

- Massachusetts Life Sciences Center Grant of \$240,000
- A synergy of Advanced Manufacturing and Life Sciences
- Grant funds NBHS and Middle School Makerspace construction
- Students will develop capstone project incorporating product development connected to CVTE and Science
- Grand opening Early Spring!



Marine Technology Expansion

- Community Boat Construction Project planned to begin early 2022
- Skills Capital Grant of \$250,000 to support outboard engine and welding skill training
- Equipment includes engines, welding equipment and virtual welding training systems



New Hospitality and Tourism Academy

- Launched in 2019, as the 5th NAF Academy
- Courses include Event Planning, Delivering Great Customer Service, Marketing, and Sustainable Tourism
- Student facilitated events included State of the City Address, NAF visits
- Advisory committee includes local restaurants and catering businesses



Business Technology: New Chapter 74 Program

- Launched in 2020
- Students train in Finance Lab
- 900 hour experience over 4 years
- Senior year opportunity for paid co-op job



NAF Awards and Distinctions

- Academy of Finance named Distinguished Academy (2020)
- Academy of IT named Model Academy (2021)
- Distinctions resulted from rigorous process to include academic integration practices, advisory committee engagement, interviews with teachers, students and advisory committee members



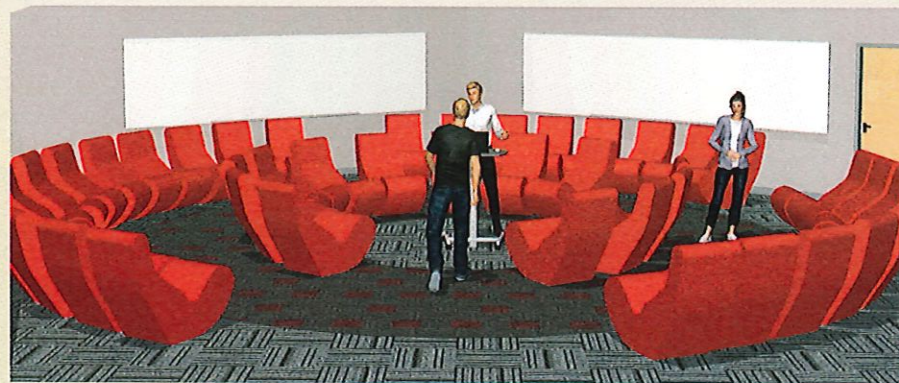
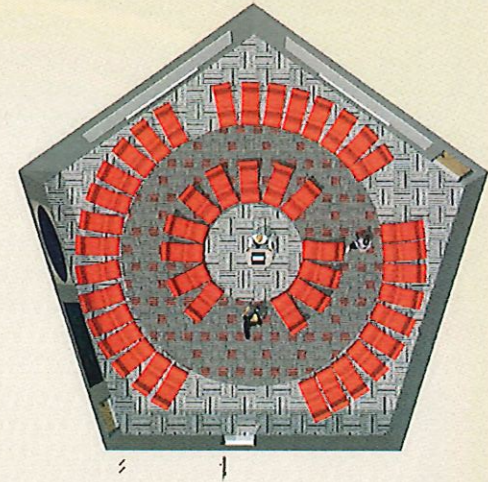
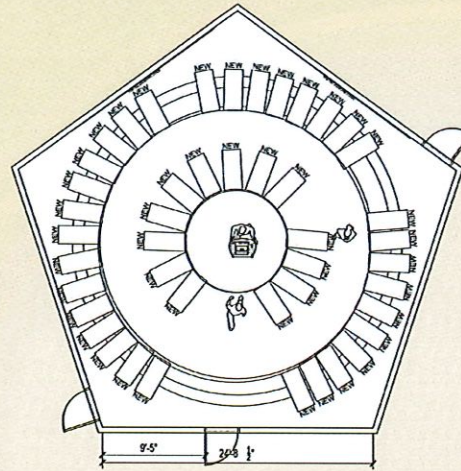
Skills USA Chapter

- Students from Chapter 74 Business Tech program
- New chapter members participated in Fall Leadership Conference
- Competitions yielded several awards including:
 - 1st place Community Engagement
 - 1st place Workforce Skills
 - 1st Place Personal Skills
 - 4 NBHS students won 6 medals overall!



Planetarium Construction

- Collaboration with Science and CVTE
- New state of the art projector and sound system
- New seating and carpeting



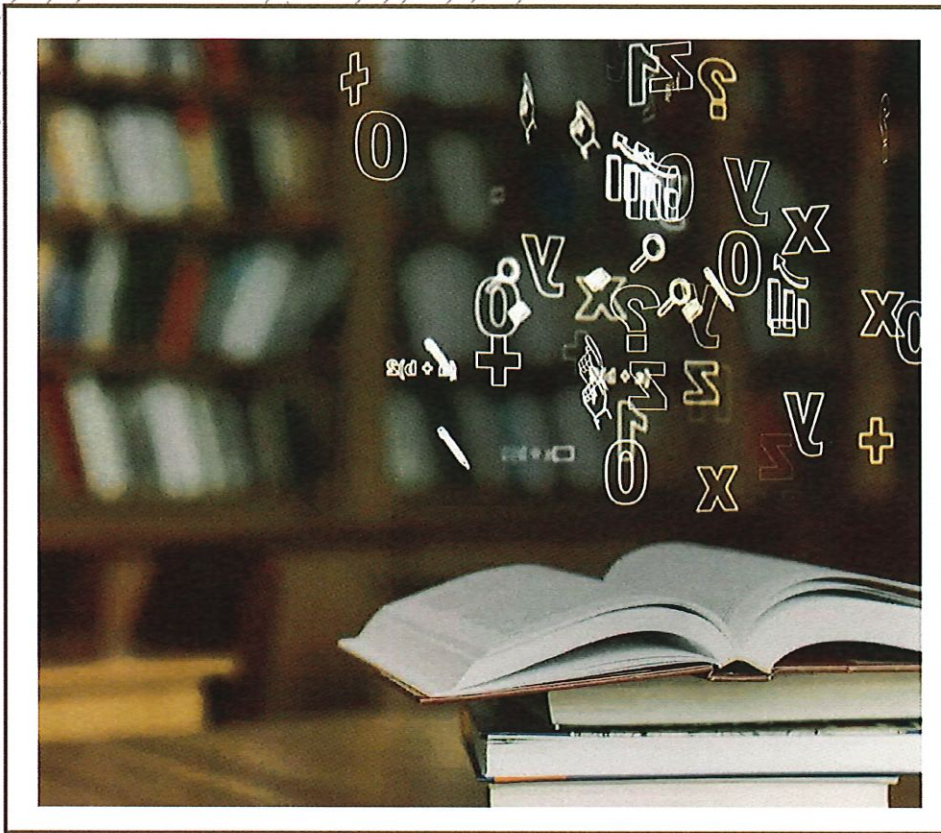
School Community Engagement – NBCU Commercial





Advanced Placement Updates

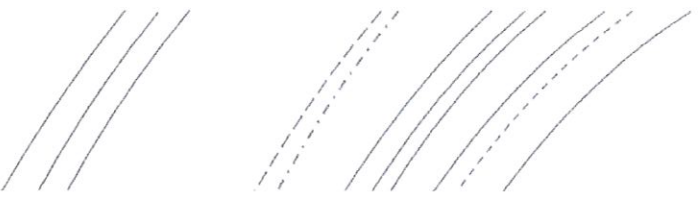
2020-2021



AP Courses

This year, we have 19 AP courses running across the disciplines of

- English
- History/Social Studies
- Math
- Science
- World Language
- Fine Arts



This year we have created a truly aligned Pre-AP course pathway in the areas of English, Math and Science

All Grade 9 Honors classes in those disciplines became Pre-AP

- English 1
- Algebra 1
- Biology

Goals for the Pre-AP course pathway:

1. Better prepare students for AP Coursework
2. Implement more rigorous and challenging course work in all disciplines



Pre-Advanced
Placement

Pre-AP Moving Forward

Add Pre-AP course in History (World History and Geography)

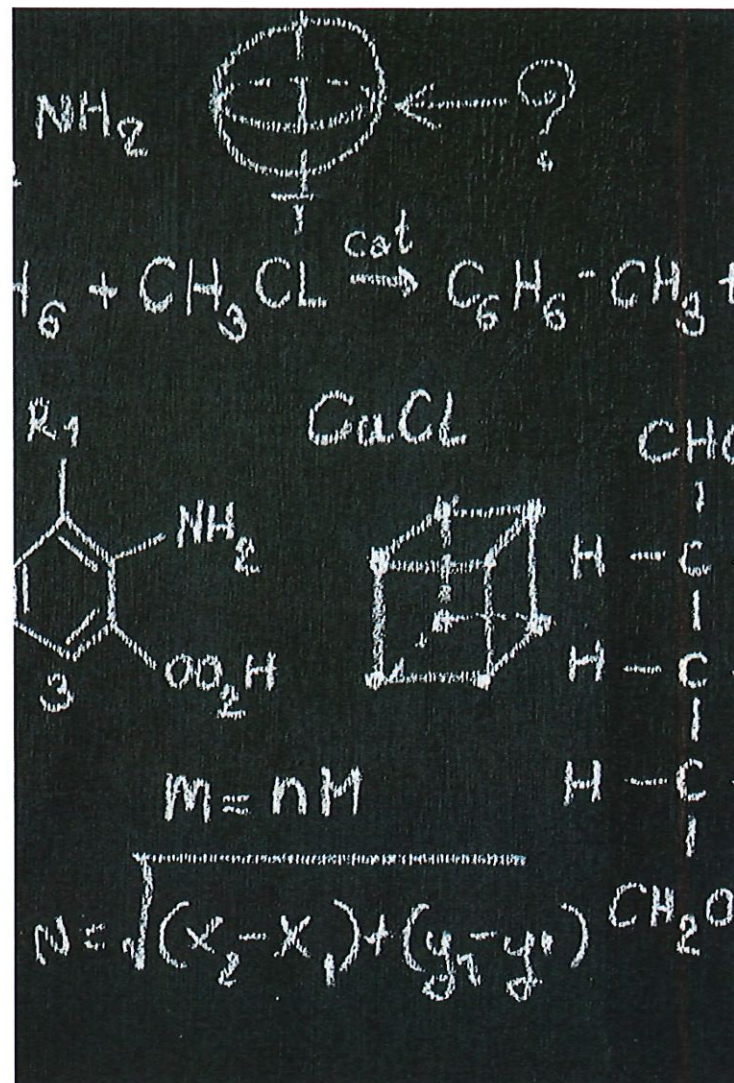
Expand Pre-AP course offerings in English, Math, Science and Fine Arts with:

English 2

Geometry and Statistics

Chemistry

Music



AP Course Reviews

AP and Pre-AP teachers are utilizing a tool, *MyAP Classroom*, to...

- Plan and implement lessons and units of study
- Create assessments, both formative and summative, to measure student progress
- Review data that will inform instruction and identify areas for growth and improvement in preparing students for the AP Exams in May

COURSE RESOURCES

Unit 5

1844–1877

Search all unit resources by content or keywords... Search Search Tips

UNIT RESOURCES

Unit 5 Guide
Download PDF

Topic Questions
View All

Progress Checks
View All

Click to add text

All Videos Topic Questions Progress Checks

5.1 Contextualizing Period 5

5.2 Manifest Destiny

5.3 Mexican–American War

5.4 Compromise of 1850

Six-Year Overview

	2016	2017	2018	2019	2020	2021
Total AP Students	280	240	253	279	326	285
Number of Exams	480	412	409	529	614	552
AP Students With Scores 3+	73	98	133	140	209	144
% of Total AP Students with Scores 3+	26.1% (26%)	40.83% (41%)	52.57% (53%)	50.18% (50%)	64.11% (64%)	50.53% (51%)

AP Scholars

- **AP Scholar** – Awarded to students who score 3 or more on at least three AP exams.
- **AP Scholar with Honor** – Awarded to students who have averaged a minimum of 3.25 on the AP exams they take and score 3 or more on at least four of those exams.
- **AP Scholar with Distinction** – Awarded to students who average a minimum of 3.5 on all their AP exams and score 3 or more on at least five of these exams.
- **National AP Scholar** – Awarded to students who average at least a score of 4 in all the AP exams they take and score 4 or more in at least 8 of these exams.
- **Seminar and Research Certificate** – Awarded to students who score 3 or more in both AP Research and AP Seminar.
- **Capstone Diploma** – Awarded to students who get a score of 3 or more in AP Research and AP Seminar and any four additional AP exams of their choice.

SCHOLAR AWARDS	TOTAL RECIPIENTS
AP Scholar	35
AP Scholar with Honors	11
AP Scholar with Distinction	10
AP National Scholar	2
AP Capstone Diploma	8
AP Capstone Seminar and Research Certificate	46

NBHS Scholars



College Board's *National African American Recognition Program* has recognized two students from New Bedford High as the 2021-2022 Scholars for Excellence in Academic Achievement.

Mass Insight

AP Action Committee: 2020-Present

Goals:

- Increase minority enrollment in Advanced course work at NBHS (College Board)
- Increase student success in all advanced coursework at NBHS
- Provide supports for students with long-term absences due to illness or other issues

The image shows the letters 'Mi' in a bold, blue, sans-serif font. The letters have a white glow or shadow effect around them, making them stand out against the white background. The 'M' is on the left and the 'i' is on the right, with a dot above the 'i'.

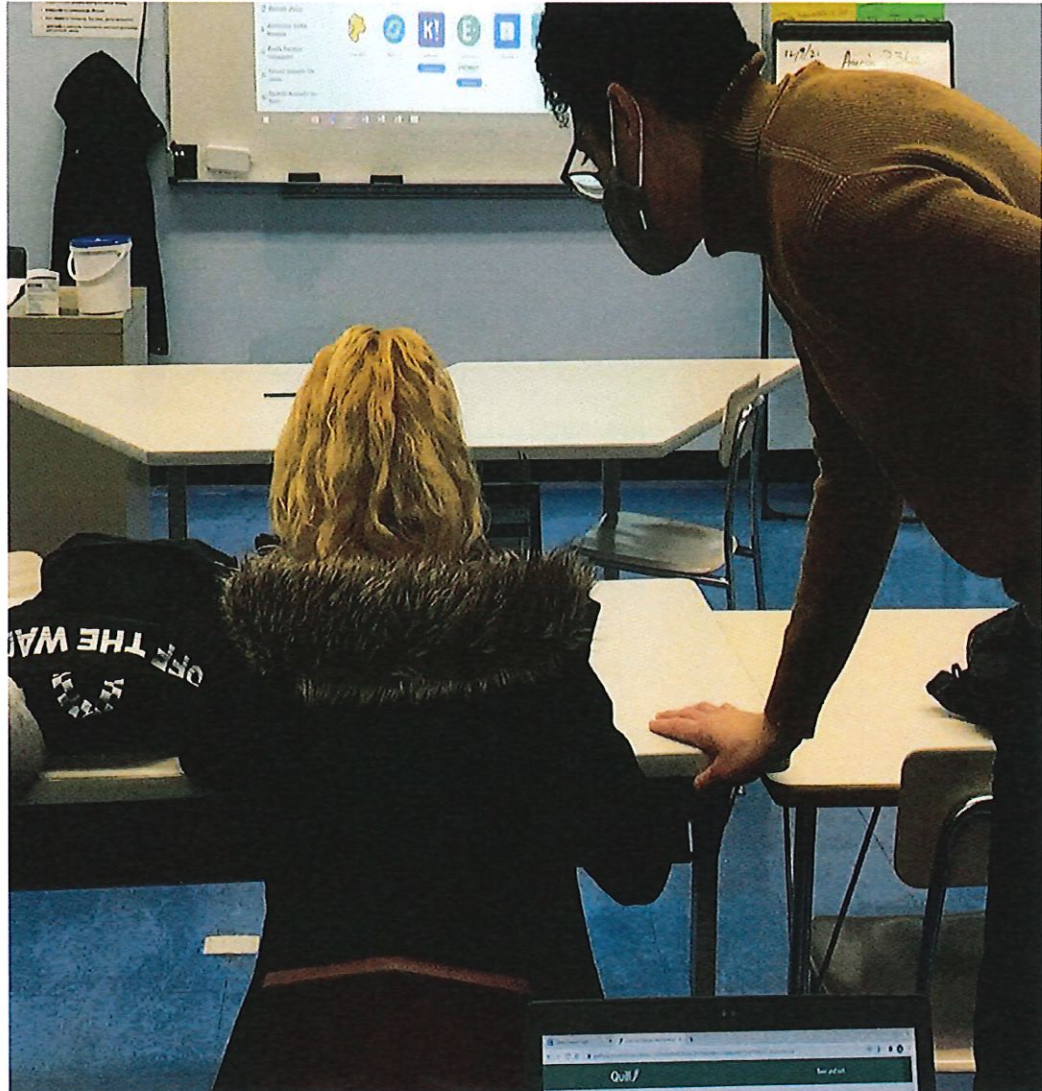
Focal Points In Our Collaboration with Mass Insight



1. Focus recruitment efforts to low-income students and students of color
2. Counselors receive supports, training, and/or professional developments for supporting AP participation
3. Provide AP specific Social-Emotional Learning supports
4. AP program quality monitored through multiple measures and includes an examination of equity and access and regular AP course reviews

Supporting English Learners

- SLIFE and Newcomer Programs are being implemented based on the recommendations of MABE (Multistate Association for Bilingual Education) evaluation in 2019
- Enrichment Programs and Additional Supports



Literacy Academy and Instructional Practices

Research & Evidence-Based Practices Integrated:

- Just in time supports
- Accelerate NOT remediate – grade level teaching and learning
- Universal Design for Learning – All students have multiple means of Engagement, Representation, Action and Expression
- Data Analysis and collaborative planning
- Reading, Writing, Listening, and Speaking
- MSV – Student Engagement, Analysis & Inquiry, Instructional Dialogue

Social Emotional Learning & Mental Health

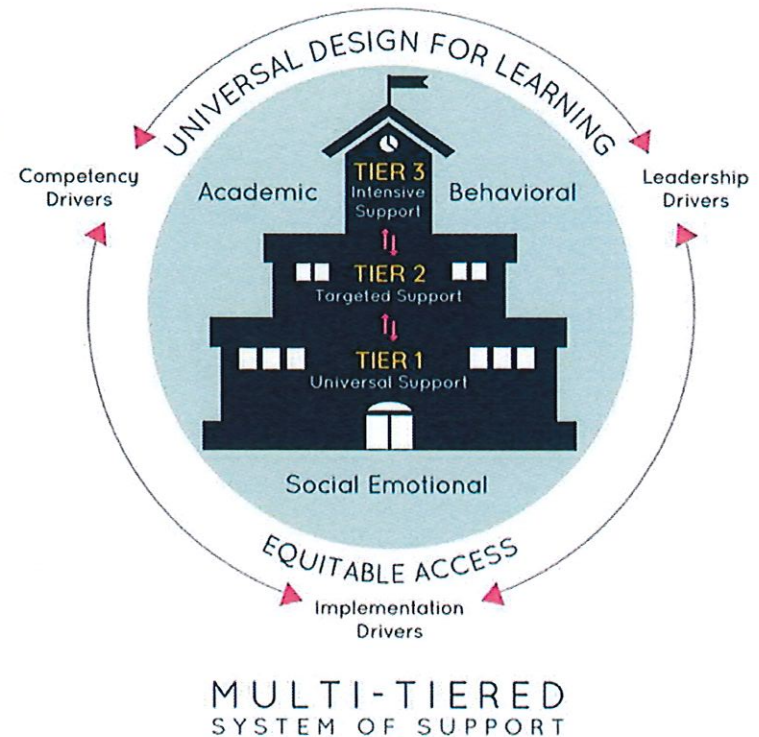
Focusing on Tier 1

- Sense of belonging – Acceleration Roadmap
- Student Voice and Choice
- District Curriculum Accommodations Plan (DCAP) – Social Emotional, Behavioral, Academic Interventions
- Increasing awareness of supports at Tier 2 and 3 level
- Advisory – Student Advisory, School Adjustment Counselors, Guidance Counselors, Assistant Principals
- De-escalation Approaches – CPI Training
- Hallway presence – All staff and increases Safety Officer Staffing
- Parent and family outreach
- Grade Level Teams mode
- Diversion Programs and Partnerships

Multi-Tiered Systems of Support

Identifying needs and responding with intervention

- **SUPPORTS** are tiered NOT students
 - Tier 1 – for ALL
 - Tier 2 – for some
 - Tier 3 – for few
- The **tiers are fluid** and students may require access to Tier 1, 2 and/or 3 supports at various times





HUMAN CAPITAL SERVICES



Agenda

Human Capital Services
Department Overview

Recruiting, Onboarding & Staff
Retention

NBPS Staff Demographics
Overview

Strategic Plan – Goal 4

COVID-19 Staff Case Management



HCS Department Overview

Transactional HR
through 12/7/2021

Total staff – 2,618

Employee
Information
Changes (67)

Verifications of
Employment (187)

Federal Loan
Forgiveness (26)

Workers'
Compensation
Management
(106)

Lane Adjustments
(79)

Transfers (117)

Waiver Assistance

HCS Department Overview

Transactional HR through 12/7/2021

Unemployment Insurance Assistance (UIA)

FY 22	FY 21	FY 20	FY 19
17	333*	152	144
\$67,994.74	\$276,684.73	\$533,833.69	\$430,377.26

* We investigated and reported 138 fraudulent claims. This resulted in the District recouping \$45,375.18

Leave Management

Paid Time Off (PTO) Requests

YTD: 367 requests

2,932 days

Small Necessities Leave Act (SNLA)

YTD: 31

FY 21: 57

FY 20: 71

Family Medical Leave Act (FMLA)

YTD: 125

FY 21: 266

Contractual/Other Leaves

YTD: 32

FY 21: 55

Americans with Disabilities Act (ADA)

System
Management

Frontline AESOP
Absence Management

MUNIS

TeachPoint

Aspen



Benefits & Wellness

Health Insurance

-1,457 employees, 3,281 covered

-1,057 retirees, 1,379 covered

- Life Insurance
- Accidental Death & Dismemberment
- Dependent Life Insurance
- Flexible Spending Accounts
- 403 B Retirement Savings Accounts
- Wellness Events

Principal Supports

Assistance with employee relation issues

District Policies

Support with contract interpretation

HCS related trainings

Annual mandatory trainings

Recruiting

Role of HCS

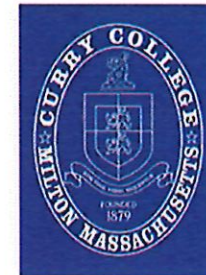
- Host & Attend Job Fairs
- Partnership Recruiting
- Post jobs on platforms
YTD postings: 162
- Background Checks
- Onboarding
Paperwork/Contracts
- Benefit Enrollment
- New hire reporting to bargaining units and Personnel reports

Role of Hiring Manager

- Screen candidates
- Create interview panels
- Interview Candidates
- Conduct any interview activity
- Professional References
- Submit par



Partnership Recruiting



Vacancies
as of
12/7/2021

Unit A Vacancies (51)

Unit B (0)

Paraprofessionals (83)

NBSSU (14)

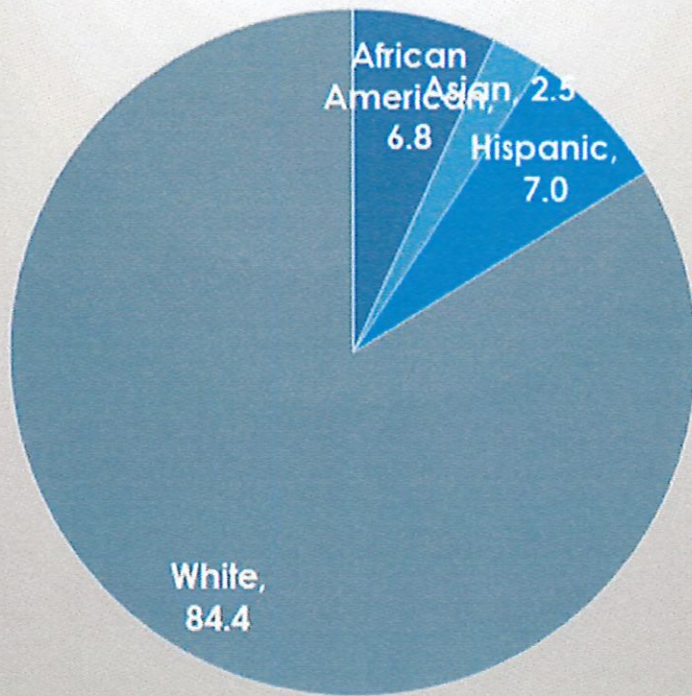
AFSCME (45)

Non-Union (37)

Staff Demographics

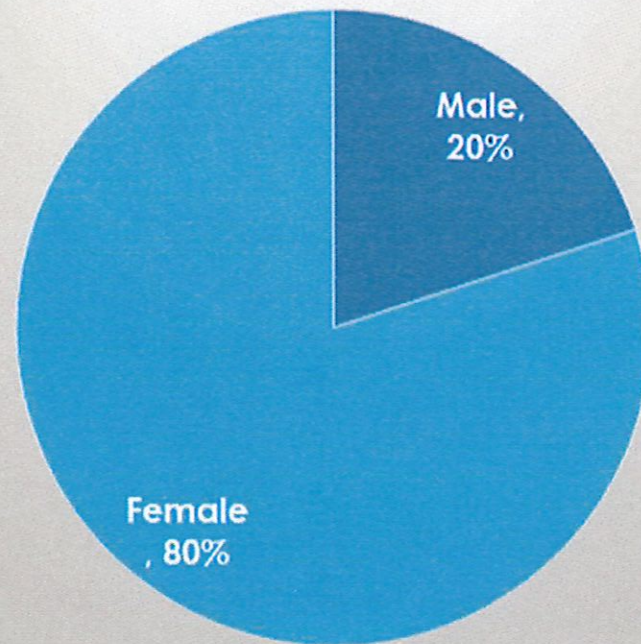
DESE 2020-2021 SY 1827.6 employees

Race/Ethnicity-

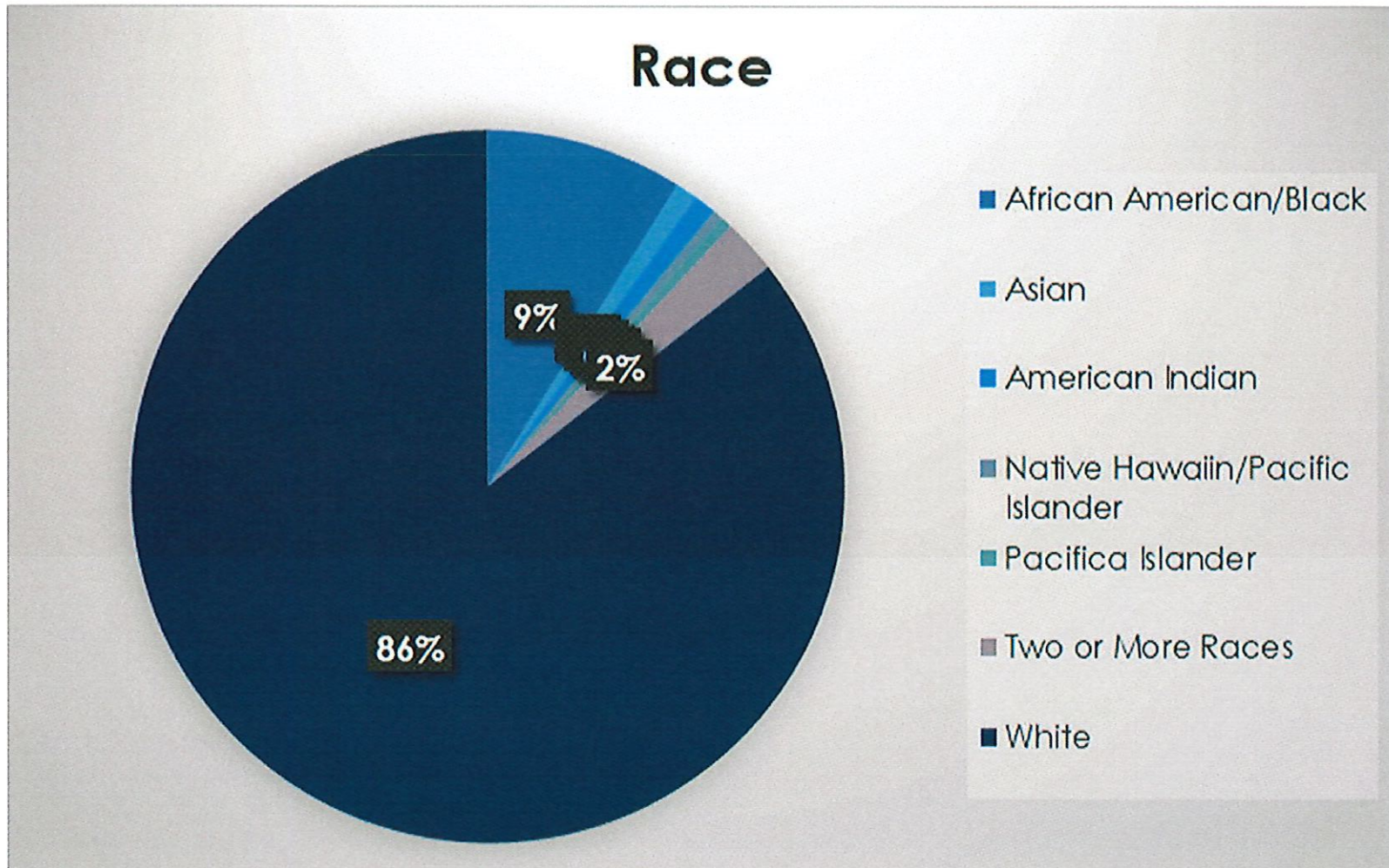


■ African American ■ Asian ■ Hispanic ■ White

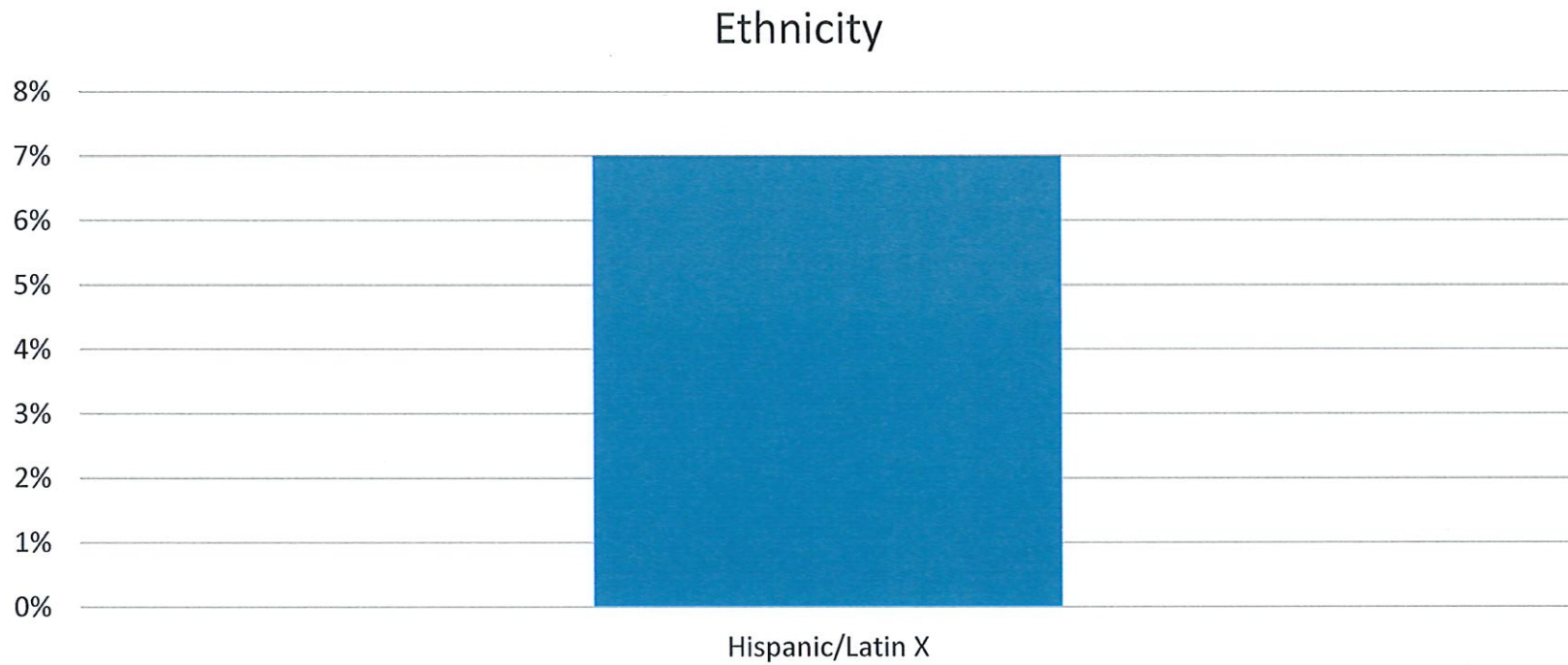
Gender



Staff Demographics 2021-2022 SY

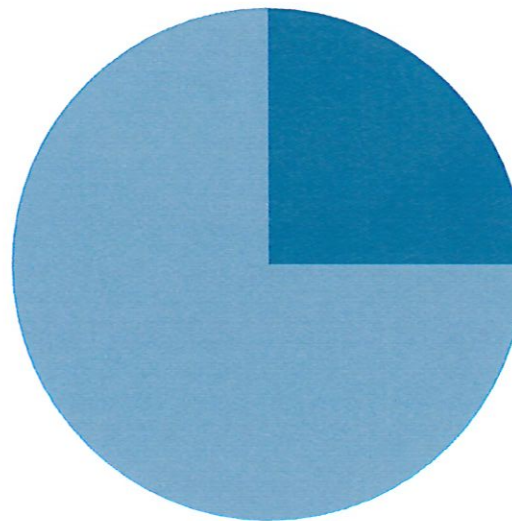


Staff Demographics 2021-2022 SY



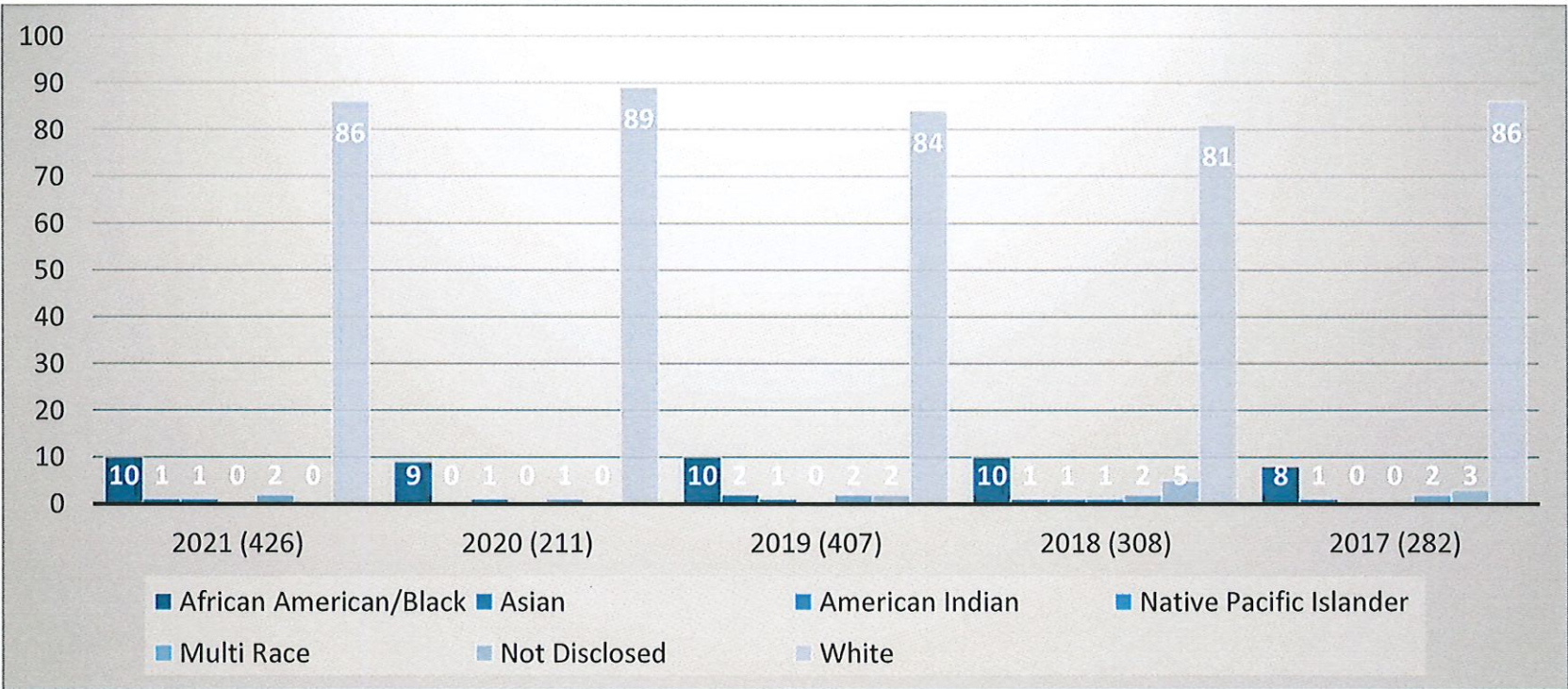
Staff Demographics 2021-2022 SY

Gender

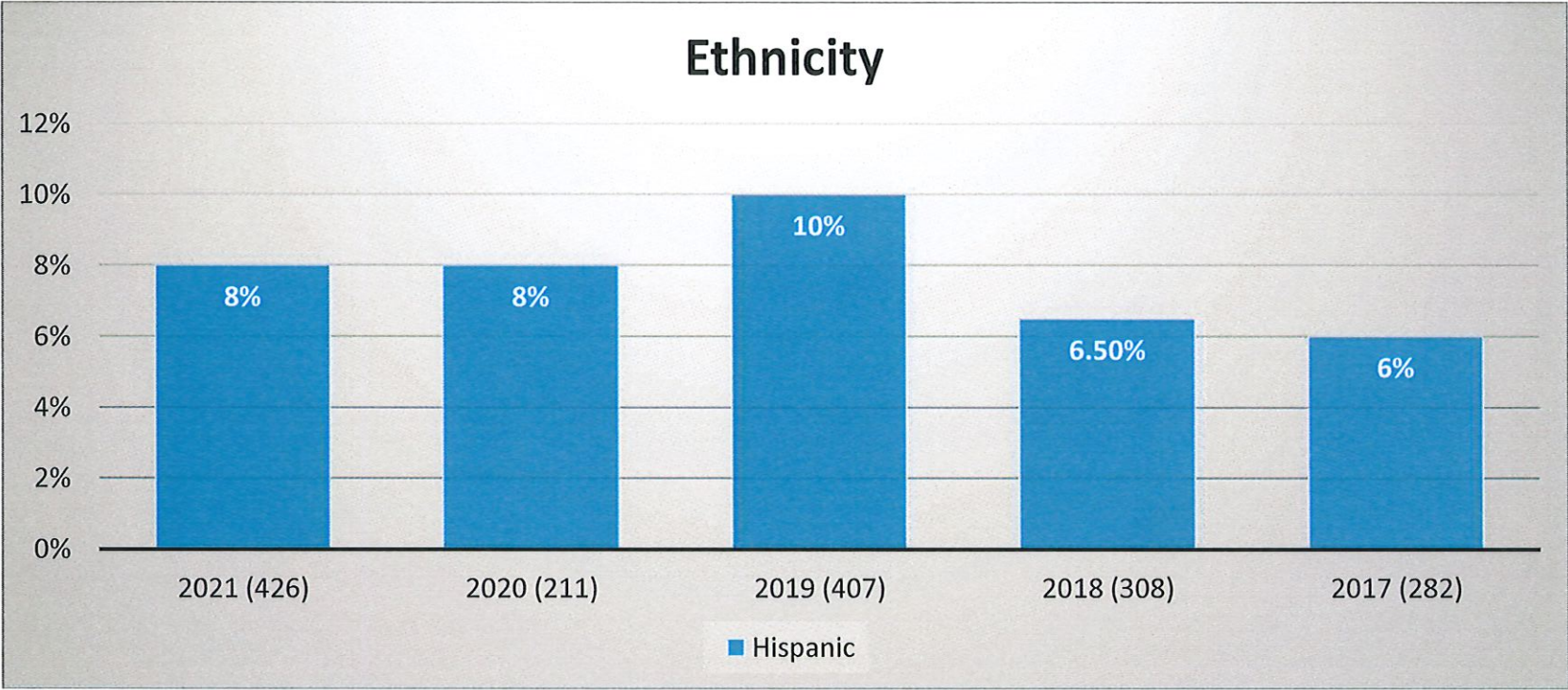


■ Male ■ Female

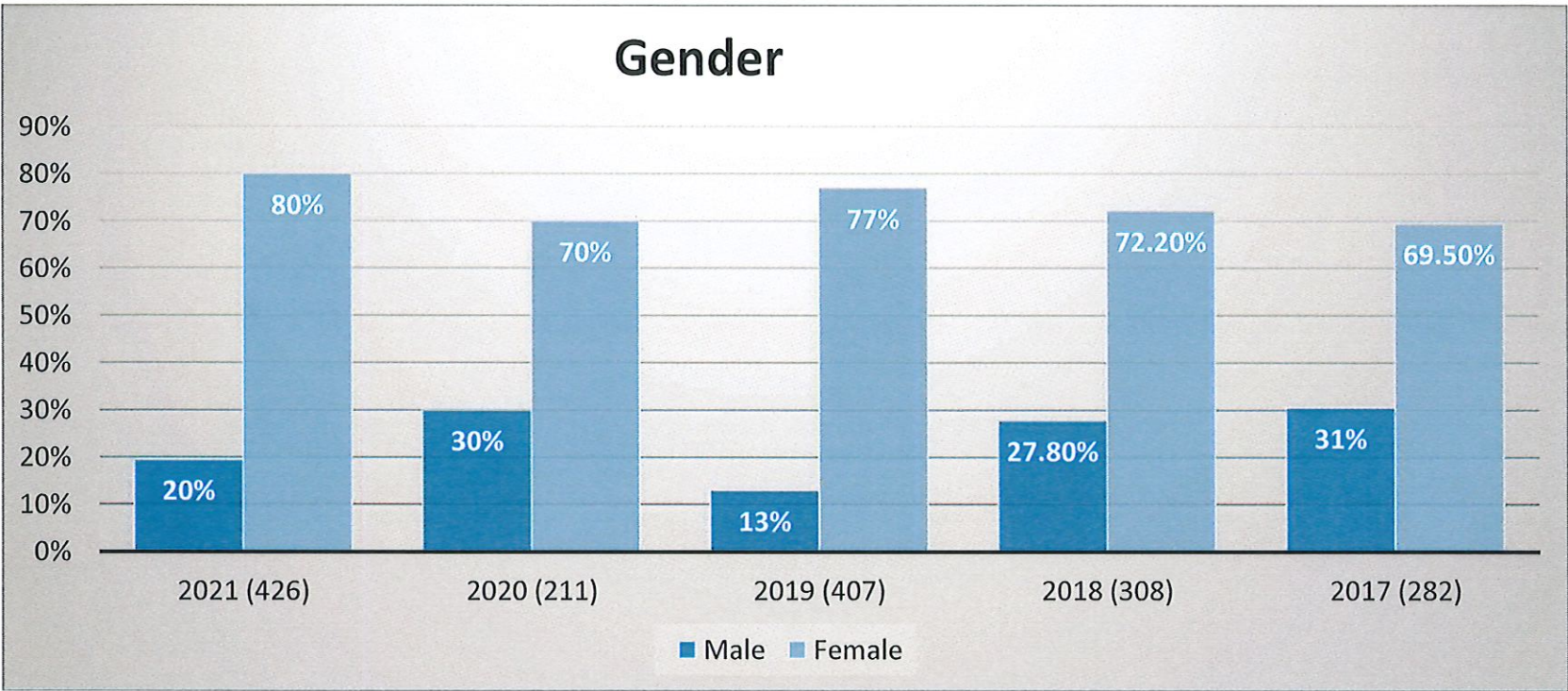
New Hire Demographics



New Hire Demographics



New Hire Demographics



Strategic Plan – Goal 4

Organizational Team Excellence

Recruit, cultivate, and retain a highly skilled workforce.

- **Strategic Initiative 4.1** *Implement the District's Educational Equity Plan to attract a representative workforce.*
- **Strategic Initiative 4.2** *Provide targeted professional development to cultivate the district's staff.*
- **Strategic Initiative 4.3** *Provide various opportunities to staff in order to assist with retention.*



Strategic Initiative 4.1

Implement the District's Educational Equity Plan to attract a representative workforce.

Recruiting Plan including diversity recruiting events

Working with Principals to ensure representative interview panels

Develop and implement processes to ensure interview screening questions reflect the District's commitment to hiring a representative workforce.

Involve student voice on interview panels

Reporting on new hire demographics

Strategic Initiative 4.1

Implement the District's Educational Equity Plan to attract a representative workforce.

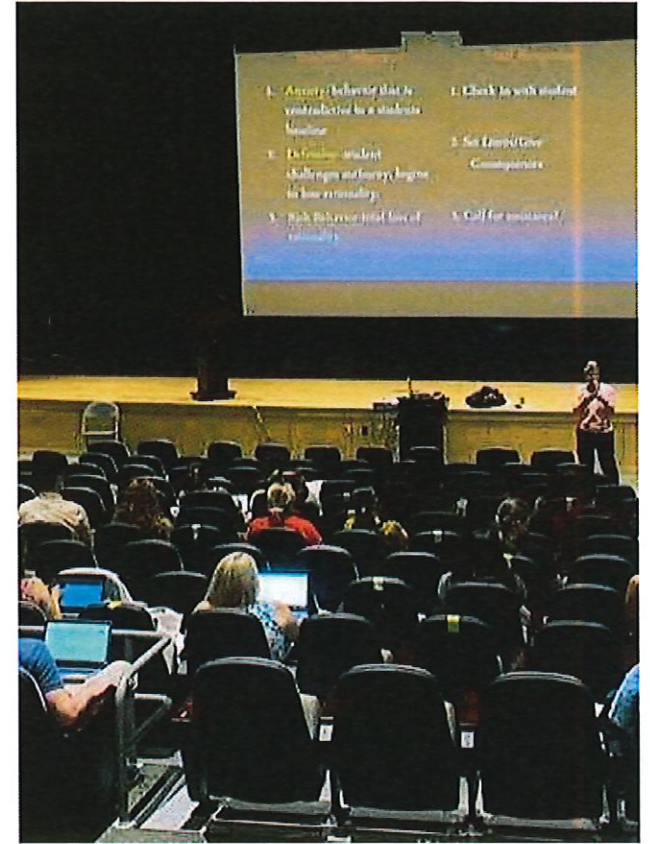
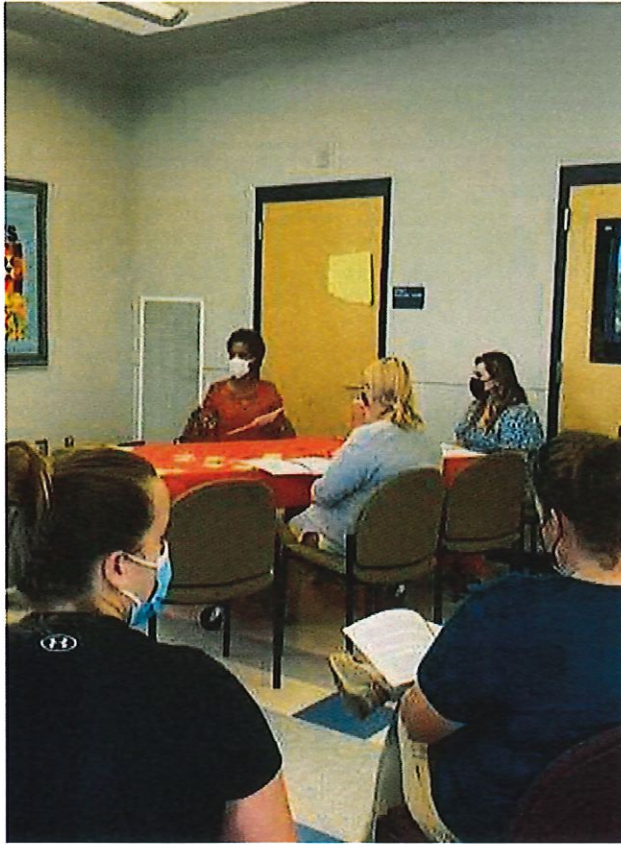
Hire Compare	African American/Black	Asian	Hispanic	Multi Racial	Native American	Pacific Islander	White	Not Provided
Applicants	280	108	520	96	20	0	5646	1009
New Staff	53	9	47	6	2	0	489	6
Applicants (%)	3.65%	1.41%	6.77%	1.22%	0.26%	0	73.54%	13.14%
New Staff (%)	8.66%	1.47%	7.68%	0.98%	0.33%	0	79.90%	.98%
Relative Inequity	5.01%	0.06%	0.91%	-0.24%	0.07%	0	6.36%	-12.16%
Equity Rate	137.44%	4.53%	13.38%	-19.93%	25.44%	0	8.64%	92.54%
Hire Rate	19%	8%	9%	6%	10%	0	9%	1%

Strategic Initiative

4.2

Provide targeted professional development to cultivate the district's staff.

- Special Education Academy in partnership with Lesley University
- Increase staff awareness of opportunities to get involved in our community
- Professional Development plans that include sessions related to diversity and equity
- MTEL Preparation courses



Strategic Initiative 4.2
 Provide targeted professional development to cultivate the district's staff.

Mentoring and Induction Program

- Mentees: 157
- Mentors: 96

Strategic Initiative 4.3

Provide various opportunities to staff in order to assist with retention.

- New Hire Experience Interviews
- Stay Interviews
- Exit Interviews
- Affinity Groups
- Workplace Satisfaction Survey





Diversity Recruitment and Retention Committee

Mission and Vision

It is important to have and maintain a diverse pool of candidates for all NBPS positions within the district so that our workforce is reflective of our student demographic

What
is the
DRRC?

Who are we?

Bernadette Coelho, *NBHS Principal*

Erin Duarte, *Lead Wraparound Coordinator*

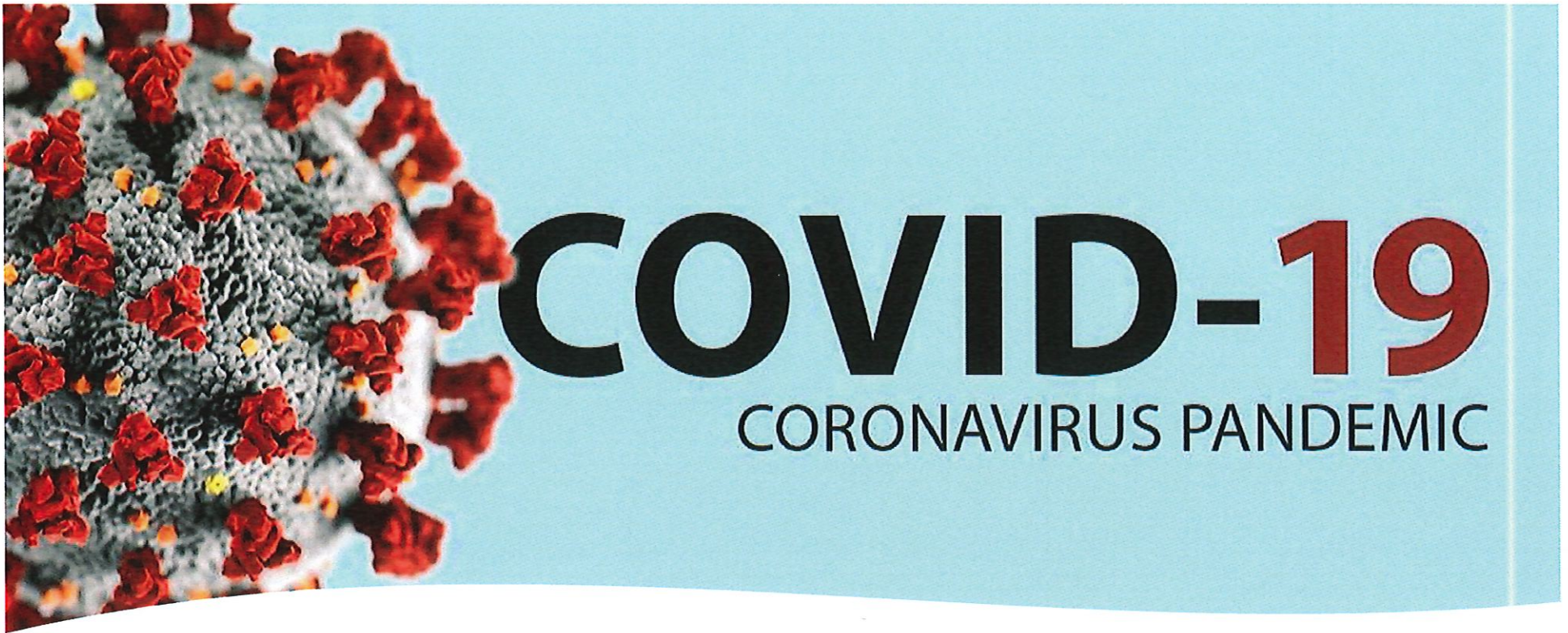
Kleidy Oliveira, *Equity, Diversity and Recruiting Manager*

Magaly Sanchez, *Magnet, Enrichment and Accelerated Programs Manager*

Justine Medina, *Principal on Assignment*

Bruce W. Tench, II, Ed.D, *KMS Assistant Principal*

Brian Turner, *Chief Academic Officer*



- Staff Case Investigation/Contact Tracing
- Staff Test & Stay

COVID-19 2020-2021 SY

Close Contacts	Symptomatic	Positive (in and out)	Pre-Op/Health	Travel	Family Close Contact	Family Symptomatic
625	535	284	9	220	261	350
Total: 2,285 staff cases managed						

COVID-19 2021-2022 through 12/7

Close Contacts	Symptomatic	Positive	Test & Stay	Int. Travel	Family COVID Absence
94	316	189	256	5	97

Total: 957 staff cases managed through December 7th





nbps

New Bedford
Public Schools

Reminders

HEALTH GUIDANCE

Centers for Disease Control

CDC Centers for Disease Control and Prevention
CDC 24/7: Saving Lives. Protecting People™

Coronavirus Disease 2019 (COVID-19)

MENU >



YOUR HEALTH

How to Protect Yourself & Others

Updated July 31, 2020

Languages ▾

Print



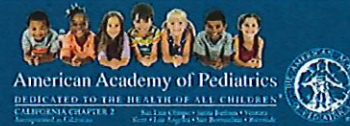
Older adults and people who have severe underlying medical conditions like heart or lung disease or diabetes seem to be at higher risk for developing serious complications from COVID-19 illness. More information on [Are you at higher risk for serious illness.](#)



Know how it spreads

- There is currently no vaccine to prevent coronavirus disease 2019 (COVID-19).
- The best way to prevent illness is to avoid being exposed to this virus.
- The virus is thought to spread mainly from person-to-person.
 - Between people who are in close contact with one another (within about 6 feet).
 - Through respiratory droplets produced when an infected person coughs, sneezes or

American Academy of Pediatrics



ABOUT US ▾ PROJECTS AND PROGRAMS ▾ ADVOCACY ▾ EVENTS ▾ NEWSLETTERS RESOURCES CONTACT

School Health

🏠 - Set

School Health

Frequently Asked Questions about Schools Re-opening (last updated 8/9/2020)

AAP-CA2 School Health Committee

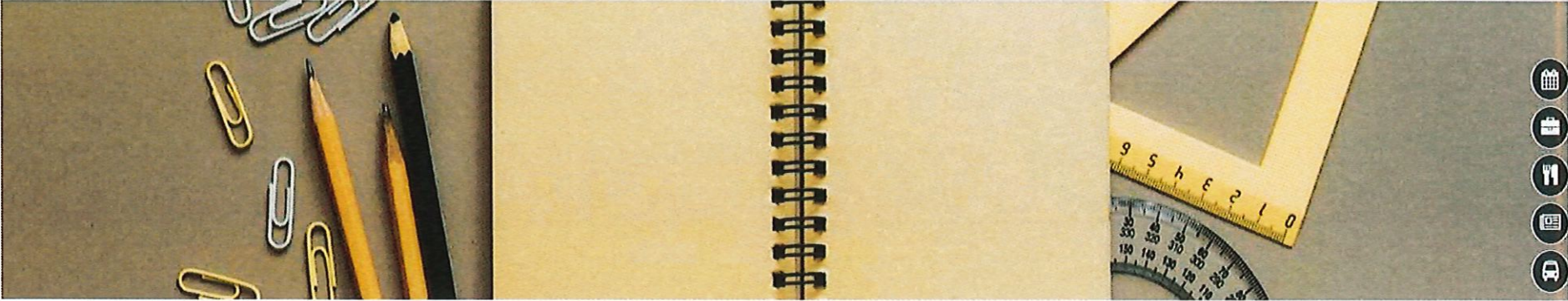
Co-Chairs: Alice Kuo, MD, PhD
Casey Nagel, MD, MPH
Nava Yeganeh, MD, MPH

Related Articles

[AAP-CA2 Press Release – 8/12/2020](#)
[Local Pediatricians Answer Common Questions About Reopening Schools](#)

[The Washington Post – 8/10/2020](#)
[Remote School is Putting Kids Under Toxic Stress By Alice Kuo and Casey Nagel](#)

WEBSITE (INFORMATION)



New Bedford School District / COVID-19 Testing

- Superintendent
- Depts/Programs
- Our Schools/Community
- Parents/Students
- Alumni
- Staff
- Links
- COVID-19 Testing**

COVID-19 TESTING

STUDENT COVID-19 TESTING CONSENT

FORMULARIO DE CONSENTIMIENTO DEL ESTUDIANTE PARA LAS PRUEBAS OPCIONALES DE COVID-19

FORMULÁRIO DE CONSENTIMENTO DO ALUNO PARA O TESTE COMBINADO OPCIONAL DA COVID-19

PARENT LETTER

English · K'iche · Portuguese · Spanish

SCHOOL GUIDING PRINCIPLES



Guiding Principles

Supporting Student Learning and Holistic Needs

Focus on Students' Holistic Needs

Our Plan is developed utilizing the following guiding principles:

- ***Safety and Well-being***
- ***Equity and Access*** for all students is critical as is physical health, mental health AND their academics
- ***Maintaining Connections*** between school staff, students, and parents

HEALTH RESOURCES



American Academy of Pediatrics: <http://aapca2.org/schoolhealth/>

CDC Guidance on reopening:

<https://www.cdc.gov/coronavirus/2019-ncov/community/schools-childcare/Schools-Decision-Tree.pdf?referringSource=articleShare>

<https://www.cdc.gov/coronavirus/2019-ncov/community/reopen-guidance.html>

<https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html>

Academic RESOURCES:

[Guidance: Strengthening Our Remote Learning Experience](#)

[Massachusetts Elementary Prerequisite Content Standards](#)

[Massachusetts Secondary Prerequisite Content Standards](#)

Equity: <https://edtrust.org/resource/10-questions-for-equity-advocates-to-ask-about-distance-learning/>

Early Childhood: [social-emotional learning \(SEL\) and approaches to play and learning \(APL\) standards](#). [remote learning guidance](#)

Education Trust: <https://s3-us-east-2.amazonaws.com/edtrustmain/wp-content/uploads/2014/09/06163247/10-Questions-for-Equity-Advocates-to-Ask-About-Distance-Learning-During-COVID-19-May-2020.pdf>

Resource to help boost immune system <https://www.marioninstitute.org/coffee-with-dr-hennie/>

RESOURCES

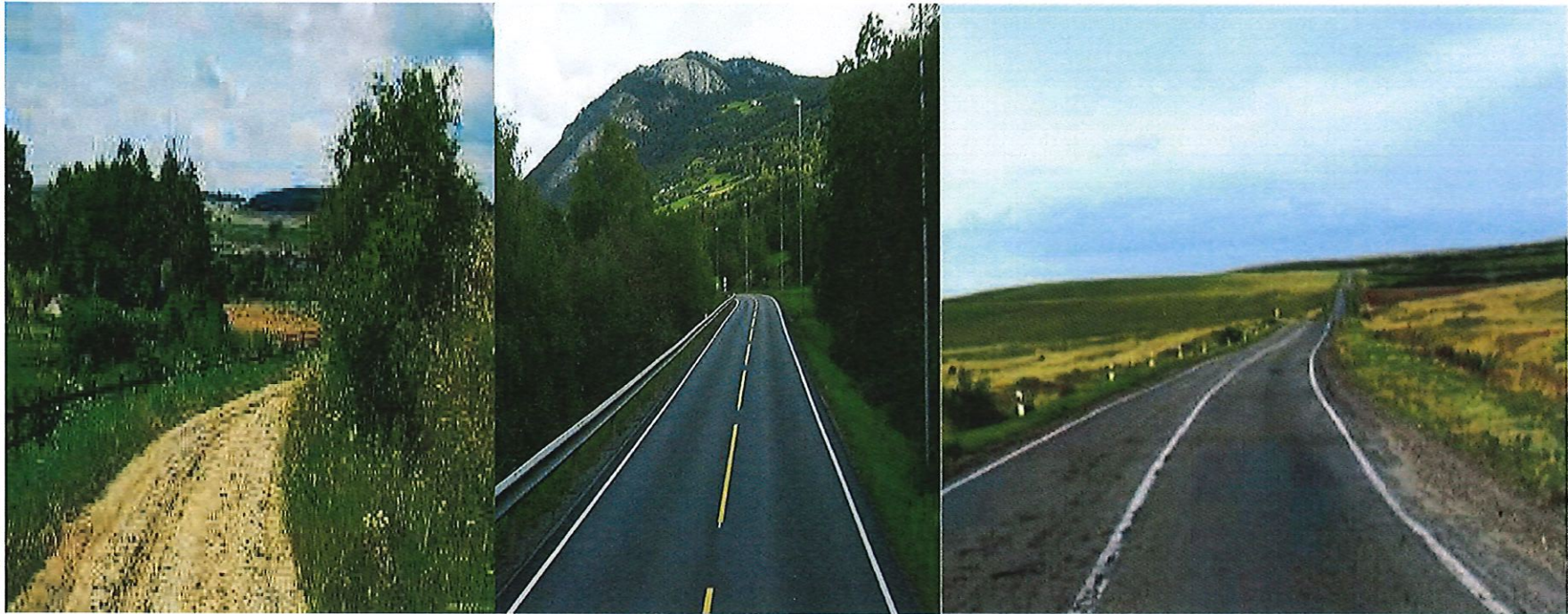


Resources and Research

- DESE [Guidance](#)
- Harvard T. H. Chan School of Public Health special report on [Healthy Schools - Reopening Guidance](#)
- American Academy of Pediatrics [Guidance on Reopening Schools](#)
- CDC [Considerations for Schools](#)
- New Bedford [Health Department](#)
- Information and Feedback sessions with community partners and stakeholders

THANK YOU!

PARALLEL FOCUS



TEACHING AND LEARNING