

# 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

Blue Hills Regional Technical School  
ACCESS Data 2016-2020

Scale=100-600

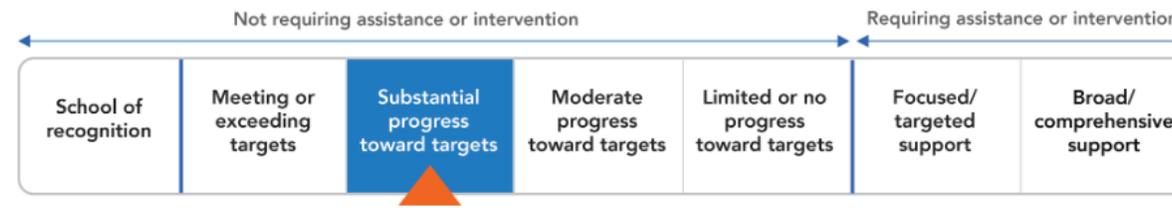
Year	# of EL Students	Gr 9	Gr 10	Gr 11	Gr 12	Average Listening Score	Average Speaking Score	Average Reading Score	Average Writing Score	Average Comprehension Score	Average Oral Score	Average Literacy (reading and writing) Score	Average Overall Score
2020	7					406	340	408	363	408	373	386	382
		3				397	366	412	365	407	381	389	386
			2			412	353	427	383	422	383	405	398
				3		413	287	386	340	394	350	363	359
					0								
2019	6					438	342	406	369	416	390	388	388
		3				453	355	426	367	434	404	397	399
			2			423	309	374	373	389	366	374	371
				0		-	-	-	-	-	-	-	-
					1	424	368	409	369	414	396	389	391
2018	4					378	367	384	403	382	373	394	387
		2				371	362	361	387	364	367	374	372
			0			-	-	-	-	-	-	-	-
				1		386	399	393	416	391	393	405	401
					1	386	344	420	421	410	365	421	404
2017	2					401	377	395	368	397	389	382	384
		0				-	-	-	-	-	-	-	-
			1			396	361	369	374	377	379	372	374
				1		405	393	420	362	416	399	391	393
					0	-	-	-	-	-	-	-	-
2016	6					403	428	409	414	408	416	412	413
		3				403	428	402	411	402	416	406	409
			2			409	428	410	419	410	419	415	416
				1		394	427	431	415	420	411	423	419

# 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

## 2019 Accountability Classification

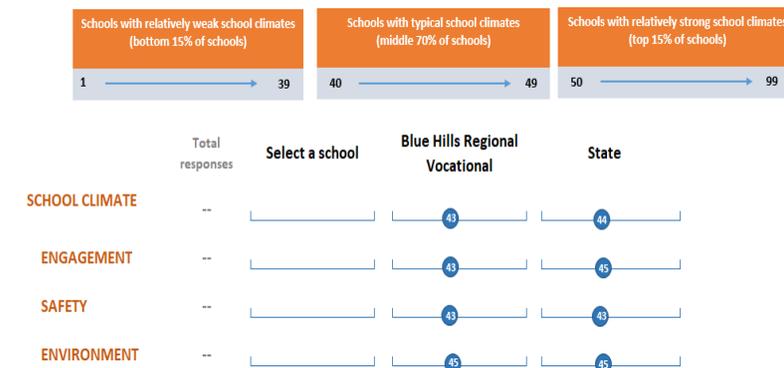
Massachusetts uses information related to progress toward improvement targets, accountability percentiles, graduation rates, and assessment participation rates to determine each district and school's overall classification. Most districts and schools are placed into two categories: those that require assistance or intervention from the state, and those that do not require assistance or intervention. Districts and schools that are new or very small are classified as having 'insufficient data'. Placing schools and districts into categories helps districts know which schools need more support, and helps the state know which districts need the most assistance. More information is available here: <http://www.doe.mass.edu/accountability/>.



# 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

Average Index Score by Dimension



# 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

Plan	% of District	% of State
4-Year Private College	15.8	28.5
4-Year Public College	23.4	32.2
2-Year Private College	0.0	0.6
2-Year Public College	29.7	18.4
Other Post-Secondary	1.9	1.9
Apprenticeship	0.0	0.4
Work	24.4	9.2
Military	1.9	2.1
Other	0.0	1.6
Unknown	2.9	5.2

# 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