This is the annual report on compliance with the School Board’s Ends policy 1.0 Global Ends for the FY18 School Year. I certify that the information contained in this report is true and validated by Karsen Woods.

Yaw Obeng, Superintendent 6/7/18

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.

| Status: | In Compliance |

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

Evidence: We have seen many examples of our student and faculty engagement throughout the school year. Programs are expansive and evolving to meet the growing needs of our student, parent, and public populations. There are many opportunities throughout the year to celebrate the successes of the many cohorts that make up the Burlington School District and the City of Burlington. Each year brings the opportunity to meet new students, parents, and community members. With the help of the Board, administration, and the District staff our students are well prepared to thrive in a global community.

- Strategic Plan Update Presentation
The District continued to work on the Strategic Plan. Moving into phase two, under the direction of the Board, the priorities have been localized to focus on closing the Achievement Gap, raising the bar, and Restorative Practice. See presentation on Strategic Plan Update.
Strategic Plan Process Update

June 12, 2018

Phase 1 - Strategic Planning Process

During the spring of 2016 all stakeholders were provided an opportunity to participate in the strategic planning process. The goal of each forum was to reflect on the district mission and values in order to generate input on priorities for a multi-year strategic plan.

Stakeholder Input Opportunities:

- April 28 and May 2, 2016 - Community Forums
- May 7, 2016 - Board of School Commissioners Retreat
- May 10, 2016 - BSD Student Forum
- May 24, 2016 - New American Community Forum
- June 13, 2016 - All BSD Staff Strategic Planning Day
- Online submissions
### Phase 2 - Rocks and Pebbles ~ Priorities

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<thead>
<tr>
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<td>Achievement Gap</td>
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### BSD Strategic Plan: VT Continuous Improvement Plan

**Phase 1:**
Assess Needs and Innovate
(Initial Strategic Planning Process)

**Phase 2:**
Pilot & Evaluate
(Development of Pebbles)

*Phase 3*:
Implement and Spread
(Narrow Focus: Achievement Gap, Restorative Practices, and Capital Investments)

**Phase 4:** Sustain

*Using a similar process as outlined by the AOE we have arrived at the next phase of our strategic plan, “Phase 3” where we focusing on board-identified Restorative Practices, Achievement Gap and Capital Improvements as strategic plan priorities.*
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<th>Vermont Accountability System Requirements</th>
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### Aligning & Refining Our Rocks

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<td>- First Best Instruction</td>
<td>- Equity Focused</td>
<td>- Capitol Plan</td>
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<td>- Data Driven</td>
<td>- Trauma Informed</td>
<td>- Financial Plan</td>
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<td>- Instructional Coach Model</td>
<td>- Climate Surveys</td>
<td>- BHS Re-visioning</td>
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<td>- Ongoing Principal PD</td>
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Data, Measures and Accountability

Alignment with:

- BSD Strategic Plan
- VTAOE Mandates

Annual Snapshot: Multiple Measures

In Vermont, one way that we look at education quality is by examining numerical data displayed through an Annual Snapshot. These data have been selected by the Agency to represent common data collected across all Vermont public schools that address more, but not all, aspects of the Education Quality Standards. Each of these measures is evaluated by a specific method of calculation and from reliable data sources.

- Academic Proficiency
  1. Content Standard Performance
     A. English Language Arts
     B. Mathematics
     C. Science
     D. Physical Education
  2. English Language Proficiency
  3. Graduation Rate
  4. Career and College Ready
     A. Assessments
     B. Post-Secondary Outcomes

- Personalization
  1. Student Participation in Flexible Pathways
  2. Personalized Learning Plans

- High Quality Staffing
  1. Licensed Teachers
  2. Education Staff Stability
  3. Staff Satisfaction
     A. Professional Development
     B. Evaluation

- Safe, Healthy Schools
  1. Disciplinary Exclusion
  2. School Climate
     A. Student Survey
     B. Staff Survey

- Investment Priorities
  1. EQS Staffing Ratios
  2. Per Student Expenditures
  3. Return on Investment

Note: All of the Academic Proficiency items are also used to satisfy federal requirements under ESEA.

http://education.vermont.gov/vermont-schools/education-data/annual-snapshot
Explanation of Data, Accountability and Measurements
VTAOE & BSD Alignment

- Baseline Collection of Data
- Annual Indicators and Measures
- AOE Generated Annual District Snapshot

- Academic Proficiency - Data and Measures
  - Smarter Balanced Assessment Consortium (SBAC) Data
    - ELA, Math
  - Next Generation Science Standards (NGSS) Data
    - Science

Other Data Points:
- PE Assessment
- Graduation rate
- College & Career Readiness (AP, ACT, Dual Enrollment)
- Personalization - Integrated Field Review (IFR)
  - Flexible Pathways,
  - Personalized Learning Plans

Vermont State Accountability System Continued...

- Safe, Healthy Schools
  - Disciplinary Exclusions (Suspension Data)
  - School & District Climate Surveys

- High Quality Staffing
  - Licensed Teachers, Education Staff Stability

- Investment Priorities
  - Staffing Ratios, Per-student Expenditures
● Year in Review of Accomplishments Towards Global Ends
In order to reach our Global Ends commitments operational actions have been taken to provide students the platform to showcase their academic, intellectual, and personal potential. Illustrated are some of the highlights as a result of the actions taken toward this end.

This year we have taken 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. Here are just a few examples of the work being done in pursuit of our goals.
Inclusive Teaching and Learning

Expanded Learning Opportunities
- Awarded the state’s largest 21st Century Community Learning Centers grant of $500,000 annually for the next 4 years.
- Served over 1,750 students K-12!
- Over 95% highly satisfied parent satisfaction rate.

Youth Leadership Ladder Successes:
- Peer mentoring at the elementary schools.
- Junior Youth Staff role for middle school students in the K-5 program.
- Youth Staff role for high school students in the 6-8 programs.

Recognizing the School Board
The Burlington School Board was recognized for its exceptional leadership by the Vermont School Boards Association (VSBA) at its annual conference in the fall of 2017.

Parent University
- Transformed program to English Language Department.
- 55 parents successfully completed the requirements to graduate on June 28th at 3 pm at the Flynn Center.
- Established in the Spring of 2012-2013 school year with only a community partner.
- Now has over 30 community partner agencies.
- Our model got a National recognition.
- In April, the PU Manager provided a Ted’s talk about TU.
- We accepted invitation to present at National Family and Community Engagement Conference in July in Cleveland, Ohio to share our model with social educators from around the globe.

Improved District Communication
- New Website
- New mass messaging system
- New site for News updates
- Climate Survey Executed: Career from strategic plan
- Communication Strategies in place for major events/Issues:
  - Budget
  - Negotiations
  - Climate Survey
  - Events
  - BHS Reenvisioning

Improved Student Supports
- Improved performance in documentation of student needs in IEPs and Executive Functioning.
- Increased social and emotional support for students including ESY programs, summer services, and transitions services.
- Targeted training for teachers and administration in understanding social supports related to mental health.
- Increased support for social emotional learning and health education in grades K-12.
- Increased and improved access to special education by all students.

Onsite Student In ESY Program

Early Education
- In Early Ed this year we were once again awarded the PreSchool Development Expansion Grant.
- We continue to be a Specialized Therapeutic Licensed OIT (Early Intervention) Program.
- We are one of the states Early Multi-Tiered System of Support School for Early Education.
- We have increased our Early Learning Partner sites to include 47 total sites.

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

Burlington School Food Project
- Once again the Burlington School Food Project has become a national model of excellence with our newly launched CUBS’ local beef project. Thanks to a large grant from the USDA, we have been able to make this change over the past two years and now all of our cafeteria menu is Vermont raised beef.
- As a result of this local beef project our food service department has received a number of requests for consultation by organizations statewide and nationally.
- Feeding the Road: our youth run food truck and job training program based out of Burlington High School had another very successful season serving throughout our community.
- Two BHS students and one in the Road alumni (Melissa Winfield) attended the National Farm to Cafeteria Conference in Chicago. The student led a packed workshop and their tab on a panel in front of over a thousand conference attendees.
Celebrating Scholastic Achievements

Congratulations Mary Markley, US Presidential Scholar! She is the second scholar in two years to be re-selected as a U.S. Presidential Scholar. It is a great honor that U.S. Secretary of Education announced the selection of Mary as one of two new American High School students who have demonstrated excellence in the areas of academic achievement, artistic excellence, leadership, citizenship, service, and contribution to school and community. The U.S. Presidential Scholars will be honored for their achievements in Washington D.C. from June 24-26.

Burlington Technical Center students won for Best Overall and Best Editing at the 2018 Fifty Hour Film Contest.

National Board Certification Achievement

Timothy Norris, 6-8 science teacher and Josephine Austin, 6th-8th Special Education were both were recognized by the VT-NEA for earning their National Board Certification. They were two out of eighteen VT educators recognized in February 2018.

“National Board Certification (NBC) is a voluntary, nationally recognized credential that goes beyond state license requirements. NBC has national standards for what an accomplished teacher should know and be able to do. The National Board certified teachers who successfully complete rigorous certification process.”

English Language Learners

- Year 2 of Family Friendly Report Cards
- Increased involvement with VSAC, AmeriCorps, and other community partners
- Climate Survey reports that New American families and English Language Learners feel Multiculturalism is the adult they trust most in school
- Continued conversations about restructuring EP placements and funding

Celebrating Faculty Successes

Bennie Johnson-Allen: VSHA Distinguished Service Recognition
Doug Paine: President-Elect of the School Nutrition Association
Bobby Raley: Life Changer of the Year Nominees

CURRICULUM

JJ Flynn students working on Robotics. These students were able to choose to either program the robots, or build (engineer) the robots based on their inherent skills or curiosity of these two choices. By allowing student preference in these project roles, they are set up for experiences that build knowledge of self in reference to learning styles and choice.

STEM Student Centered Learning

Students look forward to designing their own learning in the woods.

CURRICULUM

Students engage in real-world investigations, record their experiences by writing reflective narratives, and teach each other about both the natural and human built world.

CP Smith - Outdoor Classroom

Capital Plan Successes

Improvements:
- Windows Renovations at Champlain Complex
- Hunt Middle School lockers bid approved
- New Voice over IP phone and Intercom safety system installed
- Refinished Gymnasium with logo, Linux and wall mats. New Gymnasium scoreboards significantly funded by a group of 545 Alumni
- New P.E. Vault P.R.

Planning and Design Work:
- Early Ed Preschool Centers Design
- Edmunds C building renovations to start in June
- Champlain student drop off lane designed, but place on hold for community feedback

Sustainable Finance and Facilities
Equitable Culture and Climate

Reading to End Racism
February at IAA and Champlain

Hundreds Attend Beyond Black History Month
District-wide celebration intentionally held in March to continue conversations around race, equity, inclusion, and community.

Love Your Neighbor Day
In response to the rhetoric of April 3rd being referred to as “Punish a Muslim Day,” BSD dedicated April 3rd as “Love Your Neighbor Day” in the District. The response was overwhelming.

Celebrating the Arts

Celebrating Student Engagement

Burlington Students Get Politically Engaged for National School Walkout Day

Teacher Appreciation Week! May 7-12
School Board Members joined Central Office Staff in helping assemble a special “Thank You” gift for our teachers, complete with items donated from The Lake Memphremagog Film Festival, Burlington City Arts, Burlington Bikes, Souk, Green Mountain, Hotel Vermont, Edible History Tours, and others.
Equally Ever After: a play from IAA’s 4th grade class

The mission evokes reveals the traditional connotations of fairy tales to think critically about the stories that are so much a part of us, to highlight the stereotypes that these stories have inevitably helped create, and most importantly, to compare the lives of society that促进了小时 and día de los muertos.

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

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