

# Coffee & Conversation

*with* Superintendent of Schools **Dr. Frank Santora**

held at Kennedy Elementary School • November 30, 2023





# What is the POG?

A Look Back on *Designing our* Portrait of a *Roxbury Graduate*...

- **Throughout the 2018/19 school year**, Roxbury Public Schools worked as a community to formalize its beliefs on the ways in which they fulfill their vision of *"Preparing the children of today for tomorrow..."*
- **After multiple meetings** where the administration garnered the input of community members, Board of Education members, teachers, and students, **six themes were identified & a symbol was created** that collectively frame the skills & attributes necessary for life beyond Roxbury schools and capture the essence of our Portrait of a Graduate...



*Roxbury students will be...*

## *Emotionally Intelligent*

- 1) Self-aware
- 2) Socially skilled
- 3) Empathetic
- 4) Reflective
- 5) Interpersonally skilled
- 6) Experienced with conflict resolution

## *Curious Thinkers*

- 1) Cognitive agility
- 2) Knowledgeable
- 3) Curious
- 4) Life-long learner
- 5) Thinking “outside of the box”
- 6) Creative
- 7) Analyzing
- 8) Innovative

## *Leaders*

- 1) Character
- 2) Passionate
- 3) Confident
- 4) Self-directed
- 5) Integrity
- 6) Work ethic

## *Active Citizens*

- 1) Globally aware
- 2) Socially aware
- 3) Communicating civilly
- 4) Service
- 5) Civically literate
- 6) Ethical
- 7) Embracing of diversity
- 8) Advocating

## *Adaptable and Resilient*

- 1) Persevering
- 2) Adoptive of a Growth Mindset
- 3) Cognizant of coping strategies
- 4) Driven by grit

## *Life Ready*

- 1) Practical Skills
- 2) Communication
- 3) Collaborative
- 4) Open-minded
- 5) Goal setting
- 6) Self-advocating
- 7) Team-oriented
- 8) Listening
- 9) Resourceful
- 10) Entrepreneurial
- 11) Apt at public speaking
- 12) Exercise time management
- 13) Digital literacy
- 14) Accountable



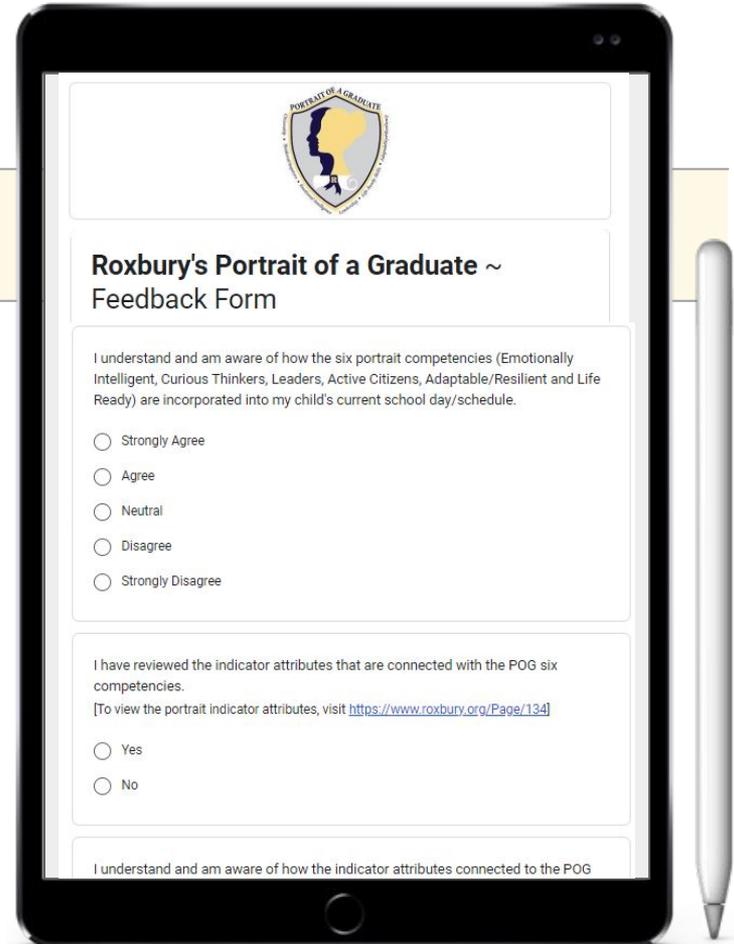


## Looking forward...

One of the district's goals for the 2023-2024 school year is to **"assess, review and revise the Portrait of a Graduate"**.

The results of our October 2023 POG survey for Parents/Guardians ~ some basic information:

- There were a total of **121 responses**.
- Respondents reflected the **perspectives of parents across the district**, spanning from preschool through 12th grade.
- Approximately **88% of respondents acknowledged review of the POG**, including the 6 core themes and the indicator attributes.

A tablet displaying a feedback form titled "Roxbury's Portrait of a Graduate ~ Feedback Form". The form includes the district's logo at the top, a statement about the six portrait competencies, a Likert scale with five options (Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree), a statement about reviewing indicator attributes, and a link to view the attributes. A stylized pencil is positioned to the right of the tablet.



### Roxbury's Portrait of a Graduate ~ Feedback Form

I understand and am aware of how the six portrait competencies (Emotionally Intelligent, Curious Thinkers, Leaders, Active Citizens, Adaptable/Resilient and Life Ready) are incorporated into my child's current school day/schedule.

Strongly Agree  
 Agree  
 Neutral  
 Disagree  
 Strongly Disagree

I have reviewed the indicator attributes that are connected with the POG six competencies.  
[To view the portrait indicator attributes, visit <https://www.roxbury.org/Page/134>]

Yes  
 No

I understand and am aware of how the indicator attributes connected to the POG



## The results of the survey...

**Q1:**

*The six portrait competencies (Emotionally Intelligent, Curious Thinkers, Leaders, Active Citizens, Adaptable/Resilient and Life Ready) reflect my goals for who I would like my child to become.*

### The results:

- Approximately 90% of respondents indicated agreement with this statement.
- Approximately 6% of respondents rated this item as neutral
- Nearly 4% of respondents indicated disagreement with this this statement.

### What this tells us:

- The majority of respondents indicated that they continue desire for their children to become individuals who possess strengths in the six portrait competencies as listed above.
- There is a small number of respondents who do not agree that the six portrait competencies reflect their goals for their children.

### Action Steps:

- Engage in further discussion and investigation on how to adjust the POG to meet the needs of an increased number of parents and students.
  - *Survey teachers and students*
  - *Focus Group Discussions*





## The results of the survey...

Q2:

*I understand and am aware of how the six portrait competencies (Emotionally Intelligent, Curious Thinkers, Leaders, Active Citizens, Adaptable/Resilient and Life Ready) are incorporated into my child's current school day/schedule.*

### The results:

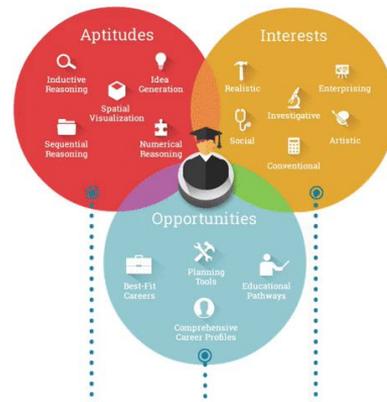
- Approximately 59% of respondents indicated agreement with this statement.
- Approximately 22% of respondents rated this item as neutral.
- Nearly 19% of respondents indicated disagreement with this this statement.

### What this tells us:

- While the majority of respondents expressed an understanding of how the POG is incorporated into their child's daily instruction, the number of respondents who do not agree with the survey statement is significant.
- The percent of respondents who rated this item as neutral indicates that perhaps there is less understanding of how the POG is incorporated into students' instructional day.

### Action Steps:

- Engage in further discussion and investigation on how to illustrate to parents how the POG is reflected in the daily experiences of their children.





## The results of the survey...

**Q3:**

*I understand and am aware of how the indicator attributes connected to the POG are implemented in my child(ren)'s daily instruction.*

### The results:

- Approximately 55% of respondents indicated agreement with this statement.
- Approximately 23% of respondents rated this item as neutral.
- Nearly 22% of respondents indicated disagreement with this this statement.

### What this tells us:

- While the majority of respondents expressed an understanding of how the Indicator Attributes are incorporated into their child's daily instruction, the number of respondents who do not understand is significant.
- The percent of respondents who rated this item as neutral indicates that perhaps there is less understanding of how the Indicator Attributes are incorporated into students' instructional day.

### Action Steps:

- Further investigation and data collection, including:
  - *Survey teachers and students*
  - *Focus Group Discussions*
  - *Refinement of definitions/ explanations of the indicator attributes*





## The results of the survey...

**Q4:**

*With regard to the competencies of the POG, I would like the following area to be considered:*

### The results (by theme)

- Maintain current framework
- Incorporate a greater sense of real-world application.
- Adjust the language to make it more easily understood, relatable and relevant for students of all ages
- Incorporate increased importance on inclusivity.
- How are these themes being taught and or assessed?

### What this tells us:

- The district needs to more clearly define the six competencies.
- The definitions should include specific examples that are easily understood by any individual.

### Action Steps:

- Breakdown the current framework to provide a greater level of detail.
  - *Survey teachers and students*
  - *Focus Group Discussions*
  - *Focused interviews with key stakeholders*





## The results of the survey...

**Q5:** *With regard to the indicator attributes, I would like the following activities/initiatives to be considered:*

### The results (by theme):

- Inclusion of more specific examples of how the attributes connect to students' daily instruction as well as how students are assessed.
- Increase efforts to strengthen students' ability to communicate with individuals.
- Increase connectedness to real life experiences.

### What this tells us:

- The district needs to focus its efforts on demystifying the indicator attributes and provide greater clarity on how these items are integrated into instruction as well as assessed (inclusion of examples).

### Action Steps:

- Review and revise the indicator attributes rubric.
  - *Survey teachers and students*
  - *Focus Group Discussions*
  - *Focused interviews with key stakeholders*





## Next Steps...

**"Assess, review and revise the *Portrait of a Graduate*".**

- Survey staff members
- Survey students
- Conduct focus groups for all stakeholder groups
- Conduct individual interviews
- Review of all data points

