

Coffee & Conversation

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

held at Lincoln Roosevelt Elementary School • February 29, 2024

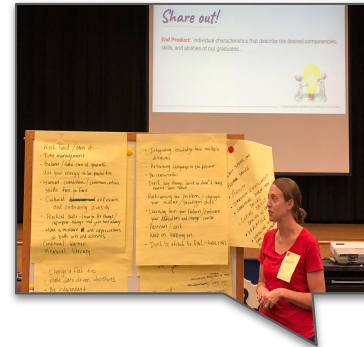
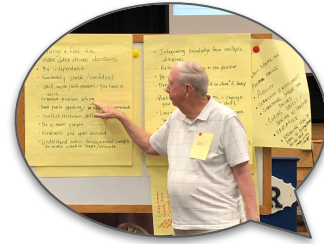




What is the POG?

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) Embrasive 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

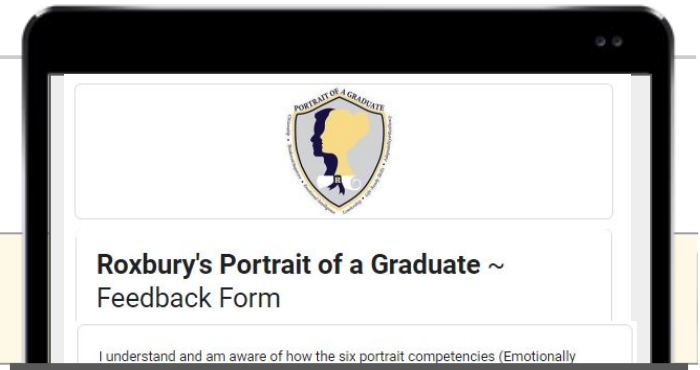
- 1) Practical Skills
- 2) Communication
- 3) Collaborative
- 4) Open-minded
- 5) Goal setting
- 6) Self-advocating
- 7) Team-oriented
- 8) Listening
- 9) Resourceful
- 10) Entrepreneurial
- 11) Apt at public speaking
- 12) Exercise time management
- 13) Digital literacy
- 14) Accountable





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 February 2024 POG survey for Teaching & Support Staff~ some basic information:

- There were a total of **142 responses**:
 - **111 Teachers~**
 - 50 Gr. K - 6
 - 50 Gr. 7 - 12
 - 1 Gr. K - 12
 - 10 Special Class Program Teachers
 - **31 Support Staff~**
 - 5 Admin Assts
 - 9 Paraprofessionals
 - 7 School Counselors
 - 3 School Nurses
 - 7 CST (Behaviorists; LDT-C; OT; PT; School Psychologists; SW; SLS)

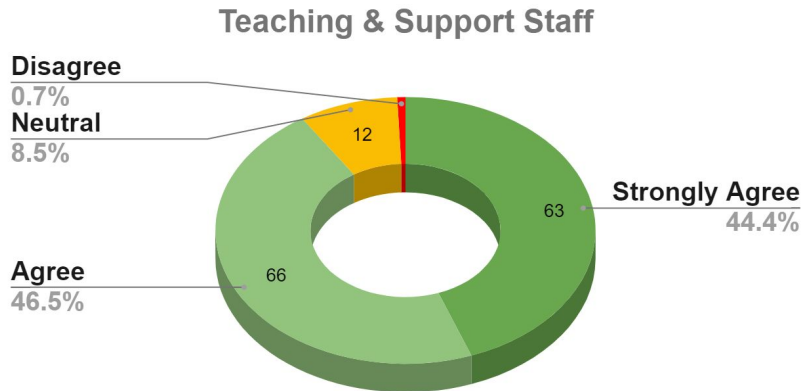
- Of the respondents, **23 expressed interest in taking part in a focus group discussion** regarding the POG indicator attributes:
 - **15 Teachers~**
 - 7 Gr. K - 6
 - 7 Gr. 9 - 12
 - 1 Special Class Program Teacher
 - **8 Support Staff~**
 - 1 Admin Asst
 - 2 CST
 - 1 Para
 - 3 School Counselors
 - 1 School Nurse



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 our students to become.*

The results:



What this tells us:

- While a majority of respondents agree, there is a small number who do not feel the six portrait competencies completely reflect their goals for our students.

Action Steps:

- Engage in further investigations & conversations on how to adjust our POG to fully encompass our community's goals for our students.
 - *Hold Focus Group Discussions*
 - *Reform competencies as needed*





The results of the survey...

Q2:

I regularly incorporate the six portrait competencies (Emotionally Intelligent, Curious Thinkers, Leaders, Active Citizens, Adaptable/Resilient and Life Ready) into my work with students.

The results:

- ✓ Out of every 10 Teachers surveyed,
3 Strongly Agree and 6 Agree with this statement.
- ✓ Out of every 10 Support Staff members surveyed,
3 Strongly Agree and 5 Agree with this statement.

What this tells us:

- A majority of respondents expressed an understanding of how to embed our portrait competencies into their daily work and interactions with our students.

Action Steps:

- Continue to offer training & professional development on how our portrait competencies are able to be incorporated into our students' school day.





The results of the survey...

Q3: *I regularly incorporate the indicator attributes connected to the POG into my work with students.*

The results:

- ✓ Out of every 10 Teachers surveyed,
3 Strongly Agree and 6 Agree with this statement.
- ✓ Out of every 10 Support Staff members surveyed,
3 Strongly Agree and 5 Agree with this statement.

What this tells us:

- Incorporating the indicator attributes requires a commanding knowledge & awareness of those attributes. It is great to see the number of staff who Strongly Agreed w/ this statement -- and we believe additional support & training in this area would be beneficial to all, especially the majority who Agreed with this statement and those who reported otherwise.

Action Steps:

- Continue to offer training & professional development on how the indicator attributes are able to be incorporated into our students' school day.



Roxbury's Portrait of a Graduate Indicator Attributes

CONTINUING
PROFESSIONAL
DEVELOPMENT



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)

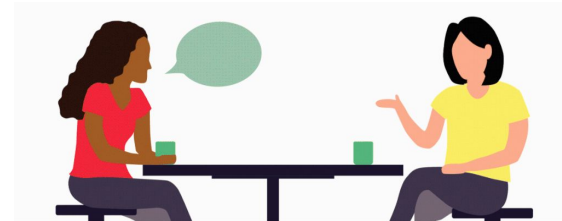
- Infuse Responsibility & Accountability into all competencies.
- Adjust the language to make it more Elementary friendly and relatable to students in K - 5.
- Shift the focus from “leaders” to “collaborators” & “contributors” -- the world not only needs strong leaders, but also a collective of individuals who can operate together to accomplish tasks and work through any challenges at hand.
- Continue to encourage inclusivity.

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.
 - *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, concrete 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.
- Throughout their learning journey, impress upon students that it is ok to make mistakes, as long as we learn and are held accountable.
- Invest in resources to help staff effectively and meaningfully implement the indicator attributes.

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 students*
 - *Focus Group Discussions*
 - *Focused interviews with key stakeholders*





Next Steps...

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

- Survey feedback
- Conduct focus groups for all stakeholder groups
- Conduct individual interviews
- Review of all data points

