

# Superintendent's Report 3/16/23



**Arlington Public Schools**  
Education That Empowers

- Bridging Two Communities Family Walk hosted by Arlington METCO: March 26, 1-2pm @ The Arboretum in Boston
- LGBTQIA+ Forum: LGBTQIA+ Representation and Censorship in libraries
- April Inclusion Workshops @ Arlington High School:  
[View Workshop Offerings](#)
- Heritage Day @OMS March 17th
- Recent Hate Speech / Vandalism Events and Statement

**ARLINGTON METCO**  
**BRIDGING TWO COMMUNITIES FAMILIES WALK**

WHEN: SUNDAY, MARCH 26, 2023  
WHERE: ARBORETUM, 125 ARBOR WAY  
BOSTON, MA - MAIN ENTRANCE GATE  
TIME: 1-2PM



# Superintendent's Report 3/16/23



**Arlington Public Schools**  
Education That Empowers

- Strategic Plan:
  - CIAA to meet March 27 for Final Review
  - Final Full Document in Development
  - Incorporating Comments from 58 Community Members (Thank You!)
- Hiring Season: April 1st Coffee & Conversations @AHS 10am-12pm
- Open Administrator Hiring Searches:
  - Bishop Principal
  - Director of Communications and Family Engagement (opens 3/17)
  - Director of Research, Data, and Accountability (opens 3/17)
  - Assistant Director of Finance (opens 3/17)
- Enrollments
  - Current Enrollments
  - Projection Sheet



**JOIN US**  
**ARLINGTON COFFEE &**  
**CONVERSATIONS** 

Arlington is seeking diverse & talented individuals to join our team! We invite you to get to know our current staff in a laid back environment while we discuss opportunities for employment.

**Arlington High School**  
**Saturday, April 1st**  
**10:00 a.m.-12:00 p.m.**

Pre-register here!



# Superintendent's Report 3/2/23



**Arlington Public Schools**  
Education That Empowers

- Strategic Plan Public Comment ends 3/10/23: please provide your feedback!
- Kicking off Hiring Season (pictures: Harvard Education Expo)
- Social Worker Week is next week! Thank you to our incredible APS Social Workers!
- Admin Hiring:
  - Director of SEL K-12 / Counseling K-8
  - Bishop Principal
- Enrollments
  - Current Enrollments
  - Projection Sheet: Note Elem. Sections



# Superintendent's Report 2/9/23



Arlington Public Schools  
Education That Empowers

- LGBTQIA+ Forum January 22nd
- AEF Grants Showcase January 30th
- New Professional Development Course List Published, with new courses underway:
  - “Untangling Scarborough’s Reading Rope”
  - “Using Data to Plan Targeted Reading Instruction”
  - “How Gender Expansive Youth Engage in the Educational Experience”
  - “District-Wide Affinity Groups for BIPOC and White Folks”
  - “Understanding the Arlington METCO Program”
  - And more!



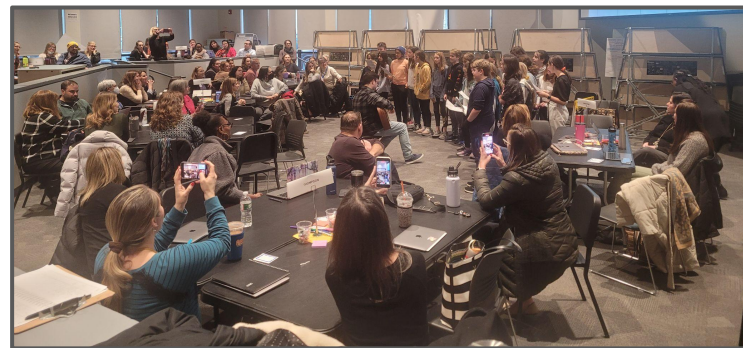


# Superintendent's Report 2/9/23



**Arlington Public Schools**  
Education That Empowers

- Strategic Plan Public Comment and Video Timeline Update
  - Work with ACMI / YouView Students
  - Video and Website to be initially published for Public Comment next week and updated w/translation following collaboration with students
- DLD Convening @HTH San Diego
- Leadership Re-Convening Tonight
- Afghan Refugee Support for Schools Grant: \$28,162
- Frigid Cold and Broken Pipes: Update
- Communication re: Tyre Nichols: Update
- Enrollments



# Superintendent's Report 1/26/23

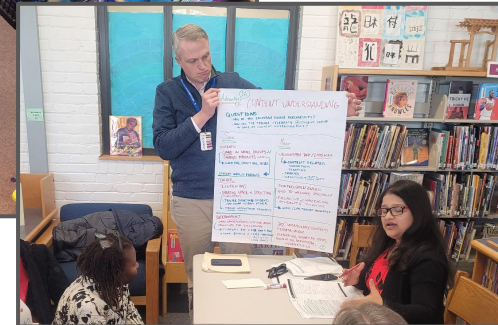


Arlington Public Schools  
Education That Empowers

January instructional rounds at Gibbs and Hardy:

- Focus on the benefits of academic discourse, strategies for ensuring equitable engagement and contribution to classroom discourse
- Book study: *Academic Conversations* (Zwiers & Crawford)
- Teachers joined in for the first time!

COVID-19, Illness, and Absence Update



# Superintendent's Report 1/26/23



**Arlington Public Schools**  
Education That Empowers

## Deputy Superintendent Search

- Initial interviews completed, finalist round almost completed
- Finalist round has included:
  - **2 school visits: students, teachers, administrators**
  - ✓ ○ Afternoon/evening forums: teachers, administrators, families
  - ✓ ○ Visit with Central Office Staff
  - ✓ ○ Finalist task w/Cabinet
  - ✓ ○ Visit with potential direct reports
  - **Individual meeting with the Superintendent**
  - **Reference checks**
- Recommendation to School Committee: February 9th
- THANK YOU to all who participated and provided input!

# Superintendent's Report 1/12/23



**Arlington Public Schools**  
Education That Empowers

- Mask Recommendation Update
  - Absence Rates
  - MWRA levels
  - CDC Designation and Collaboration with local Health Department
  
- APS Calendar Committee Update
  - Met Wednesday, meeting again next week
  - Recommendations from committee will inform Superintendent's proposed Calendars to SC
  - Considering possibilities for public comment on proposed calendars



# Superintendent's Report 1/12/23



**Arlington Public Schools**  
Education That Empowers

- Before School Care Update
- Deputy Superintendent Search
  - Initial interviews completed
  - Finalists to be announced by Monday or sooner
  - Finalist interviews being scheduled now
  - Finalist round includes:
    - 2 school visits: students, teachers, administrators
    - Afternoon/evening forums: teachers, administrators, families
    - Visit with Central Office Staff
    - Finalist task w/Superintendent & Asst Superintendents
    - Reference checks
  - Recommendation to School Committee: February 9th or sooner
- K Registration Update: Opening February 1st
- Enrollments

# Superintendent's Report 12/15/22

## Strategic Planning Updates



Arlington Public Schools  
Education That Empowers

- Community forums: completed.
- Strategic planning meetings: completed.
  - THANK YOU to our community leaders and stakeholders!
  - THANK YOU to Dan Anderson, Anderson K-12!
  - THANK YOU to Arlington Education Foundation!
  - THANK YOU to students, families, and stakeholders for your input!
- Timeline:
  - Initial drafts completed by planning team;
  - Refinement/revision for January 12th meeting;
  - Year-to-year cost-out to be generated for January 12th, alongside FY24 budget proposals;
  - Draft plan to be completed and shared January 12th.



# Superintendent's Report 12/15/22

## Strategic Planning Updates



**Arlington Public Schools**  
Education That Empowers

### Strategic Priority 1: Ensuring Equity and Excellence

**1.1: Instructional Vision and Coherence:** All students must have equity of access to rigorous and comprehensive content implemented through inclusive and engaging instructional practices. “Deeper Learning” instructional practices will be the anchor for the APS instructional vision.

**1.2: Student Belonging and Adult Support:** All students have a supportive relationship with at least one adult at school, are engaged in their learning, and feel that they belong in the school community.

**1.3 Implementing MTSS:** All students in APS will be supported in their schools by an active Multi-Tiered System of Supports. MTSS will be coordinated and effective so that students have rigorous learning opportunities coupled with the right supports and resources.

### Strategic Priority 2: Valuing All Staff

**2.1: Pathway to Teaching Programs:** Create and sustain pathway programs for future educators, especially teachers, from outside and inside the district, especially candidates who will increase racial and ethnic representation of the local community within the APS workforce.

**2.2: Reimagined Professional Development:** All staff enjoy relevant and effective professional development that is responsive to their needs, and professional development strategy and implementation is expanded to include paraprofessional and non-instructional staff.

**2.3: Competitive Compensation:** All staff are compensated in a system that is clear, logical, and competitive when compared to area cities/towns.

# Superintendent's Report 12/15/22

## Strategic Planning Updates



**Arlington Public Schools**  
Education That Empowers

### Strategic Priority 3: Improving Infrastructure, Operations, and Sustainability

**3.1: Inclusive and Modern Schools:** All Arlington students learn in inclusive, modern facilities with effective spaces and technology.

**3.2: Healthy Meals for All:** All students enjoy healthy school meals with the appropriate space and amount of time to enjoy it.

**3.3: Enhanced Facilities Stewardship:** All students attend schools that are managed proactively, continuously, and effectively so that maintenance and care ensure a safe, healthy, and comfortable student experience.

### Strategic Priority 4: Sustaining Collaborative Partnerships

**4.1: Access to Before- and After-School Services:** APS will expand before and after school care options so a greater number of students are able to access varied before-and-after care and learning services.

**4.2: Welcome Center and Registration:** Improve family experiences and relationships with registration and APS communication through implementing, staffing, and resourcing an APS Welcome Center.

**4.3: Communication and Partnership:** Ensure that families experience robust partnership opportunities and clear, accessible communication from educators, schools, and the district.

# Superintendent's Report 12/15/22

## Additional Updates



**Arlington Public Schools**  
Education That Empowers

- 1st Grade Computer Science
- Instructional Rounds Update
- Deeper Learning Update
- Before School Care Update
- APS Calendar Committee Update
- Ottoson Transportation Update
- Deputy Superintendent Search
  - Committee Orientation on Monday
  - Process Monitor: Margaret Credle-Thomas
  - First Round Interviews in Early January
- Enrollments





# Superintendent's Report 12/1/22

## Strategic Planning Updates



**Arlington Public Schools**  
Education That Empowers

- Community forums: 3 complete, 1 remaining
- Collecting input from students now
- Review of drafts and feedback by teams next Monday
- Timeline
  - Initial drafts submitted 11/14 and currently being refined by Liz Homan and Dan Anderson;
  - Drafts will be reviewed and further refined by planning teams, integrating more feedback from stakeholders;
  - Year-to-year cost-out to be generated in December, alongside FY24 budget proposals;
  - Final plan to be completed and shared in January 2024.



# Superintendent's Report 12/1/22

## Additional Updates



Arlington Public Schools  
Education That Empowers

- AP Art and Design Student Augustin Donalson-Gaul honored
- Budget Process Underway: Budget Meetings with Cost Center Leaders took place this week
  - Many requests focused on supportive infrastructure to both lead and support student-facing staff.
  - Presentation of requests to full committee at our next meeting.
- APS Calendar Committee Update
- Playground Update
- Ottoson Transportation Update
- Deputy Superintendent Search
- Enrollments



# Superintendent's Report 11/17/22

## Strategic Planning Updates



Arlington Public Schools  
Education That Empowers

- Community forums: 2 complete, 2 remaining
- Staff feedback on Nov 8 PD Day
- Student Empathy Interviews: Getting Started
- Initiative overview documents in SC materials
- Timeline
  - Initial drafts submitted 11/14 and currently being refined by Liz Homan and Dan Anderson;
  - Drafts will be reviewed and further refined by planning teams, integrating more feedback from stakeholders;
  - Year-to-year cost-out to be generated in December, alongside FY24 budget proposals;
  - Final plan to be completed and shared in January 2024.



# Superintendent's Report 11/17/22

## Additional Updates

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**Arlington Public Schools**  
Education That Empowers

MA Department of Elementary and Secondary Education's (the Department) local special education determination under Part B of the Individuals with Disabilities Education Act (IDEA): Arlington Public School Districts Meets Requirements. Also, Tiered Focused Monitoring (TFM) site visits this week.

Areas of review tied to special education include:

- student assessments,
- determination of eligibility, the
- Individualized Education Program (IEP) Team process,
- IEP development and implementation.

Areas of review related to civil rights include:

- bullying,
- student discipline,
- physical restraint, and
- equal access to school programs for all students.

DESE interviews district staff and administrators, reviews student records, and conduct onsite observations. Additionally, they interview the chairperson(s) of the district's Special Education Parent Advisory Council (SEPAC) and other caregivers.

# Superintendent's Report 11/17/22

## Additional Updates



**Arlington Public Schools**  
Education That Empowers

- November 8th PD Day
- MA School Wellness Coaching Program
- Overnight Experience:
  - Discussed with Gibbs Staff on Nov 8th
  - Possible to use this time (for staff) to support transition into 6th grade
  - Plan to work with Nature's Classroom due to capacity and services
- Playgrounds: Bishop and Stratton open! Peirce inspection is scheduled for 11/23, opening targeted for 11/28
- Assistant Superintendent of Curriculum and Instruction Search
- Vacancies
- Enrollments





# Superintendent's Report 10/27/22

## Strategic Planning Updates



**Arlington Public Schools**  
Education That Empowers

- Community forums start November 2nd and run through December 8th:
  - Seats are limited to 50 participants/forum;
  - Forums will be formatted as interactive workshops;
  - Forums designed to share vision and mission, equity audit recommendations, and gather input on initiatives;
  - Forums will take place in the evening.
- Staff will provide initiative feedback on November 8th;
- Students have been invited and are being encouraged by the AHS Student Council to participate;
- The last forum will be virtual;
- Seats are filling up!

**Arlington Public Schools**

# Community Forum

**Limited Seats Available!**  
Interpretation Available

**We Want to Hear From You...**

*Join Us for a Community Forum on the future of APS! This is opportunity for YOU to provide feedback on initial drafts of strategic district initiatives.*

**Forum Dates:**  
November 2nd  
November 16th (Boston)  
December 1st  
December 8th (Virtual)

**Scan QR Code to Register for a forum.**

**Most forums will take place at Arlington High School. Boston forum location TBD.**

**Time**  
6:00-7:30 p.m. (Virtual: 7-8:30)

**SCAN ME**



Website: [www.arlingtonps.org](https://www.arlingtonps.org)

# Superintendent's Report 10/27/22

## Strategic Planning Updates

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### Initiative Sneak Peek (these will change as they are refined!):

#### 1. **Ensuring Equity and Excellence**

- a. Develop a comprehensive, consistent, clear Multi-Tiered System of Supports, including assessment of intervention services and assessment practices;
- b. Define and implement strong, cohesive, and equitable Tier I curriculum with instructional practice that builds all students' capabilities.

#### 2. **Valuing All Staff**

- a. Create and sustain pipeline programs for paraprofessionals, students, and interns to diversify APS staff;
- b. Reimagine professional development to respond to staff needs;
- c. Ensure all aspects of compensation are more competitive when compared to area cities/towns;

#### 3. **Improving Infrastructure, Operations, and Sustainability**

- a. Sustain inclusive and modern schools;
- b. Provide Healthy Food for All;
- c. Enhancing the school experience through facility renovation, reconfiguration, and redesign.

#### 4. **Sustaining Collaborative Partnerships**

- a. Clear, accessible, and consistent communication for and with families across the district;
- b. Improved welcome and onboarding of new students and families to APS;
- c. Improved access to care and enrichment services.

# Superintendent's Report 10/27/22

## Playground Updates



**Arlington Public Schools**  
Education That Empowers

Stratton	Peirce	Bishop
<ul style="list-style-type: none"><li>● Rubber surfacing starting this week; hoping to schedule for inspection next week.</li></ul>	<ul style="list-style-type: none"><li>● “All hands on deck” to complete construction.</li><li>● Anticipated opening: mid-November</li></ul>	Opened Tuesday, October 11th

# Superintendent's Report 10/27/22

## Additional Updates



Arlington Public Schools  
Education That Empowers

- Fall Play: *A Midsummer Night's Dream*, November 4th and 5th in the new AHS Auditorium
- November is Feedback Month!
- Annual Town Survey
- OMS Cross Country Team Season Wrap-up
- Helping Hands in Arlington:
  - Holiday Help Program
  - Short-term Housing Placements
- Enrollments



Superintendent's Report 10/27/22  
Branding Update



# Arlington Public Schools

Education That Empowers





# Superintendent's Report 10/13/22

## Strategic Planning Updates



- Initiatives taking shape
- Community forums start November 2nd and run through December 8th:
  - Seats are limited to 50 participants/forum;
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  - Forums designed to share vision and mission, equity audit recommendations, and gather input on initiatives;
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- An additional forum for staff members is being planned for November 9th.
- Final forum will be virtual.

**Arlington Public Schools**

# Community Forum



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# Superintendent's Report 10/13/22

## Playground Updates



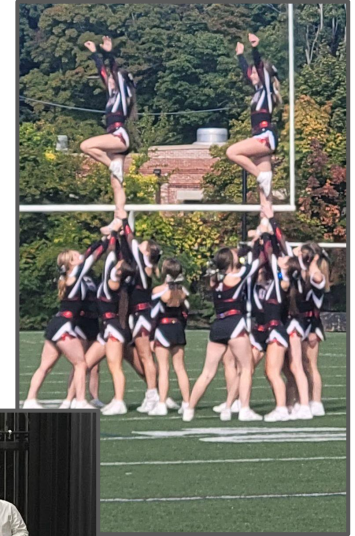
Stratton	Peirce	Bishop
<ul style="list-style-type: none"><li>• Rubber surfacing scheduled for 10/15</li><li>• Once we have the rubber down we can schedule inspection</li><li>• Opening: End of October</li></ul>	<ul style="list-style-type: none"><li>• Equipment arrived last week</li><li>• Mulch will be installed this fall, then taken out and rubber installed next summer</li><li>• Anticipated opening: mid-November</li></ul>	Opened Tuesday, October 11th
<p>Delays are not the result of contractor inaction, but of supply chain and shipping issues with equipment. Contractor has been “wonderful to work with” and teams are working as quickly as they can.</p>		

# Superintendent's Report 10/13/22

## Additional Updates



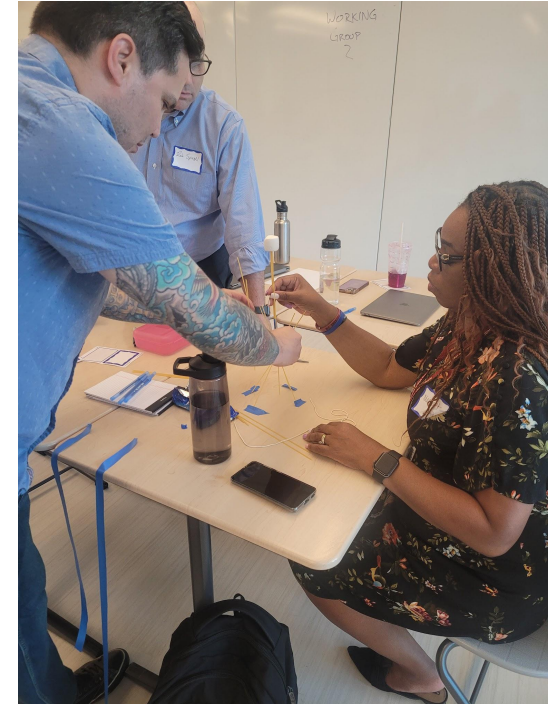
- Over 500 students tried out for Fall Athletics and 474 students made final team rosters:
  - Boys Soccer is undefeated and is in first place in the Middlesex League;
  - Girls Soccer is tied for first place in the Middlesex League with a record of (9-2) and have qualified for state tournament;
  - Girls Swimming is also in first place in the Middlesex League with a record of (4-1);
  - Both Boys and Girls Cross Country Teams are having excellent seasons, girls in first place in Middlesex League;
  - Golf has qualified for the state tournament.
  - Combined record for Fall Varsity Sports as of 10/9/22 is (W-L-T) 48-21-3 an almost 70% win percentage.
- New \$9 Rate for Before School Care Program Pilot
- Deeper Learning Dozen and Oct 27th Meeting
- Maestro Alberto Profeta events at AHS
- CFO Search
- Enrollments



# Superintendent's Report 9/22/22

## Strategic Planning Update:

- Met 9/12 and 9/20 to begin mapping out initiatives;
- Started a backwards-planned approach on 9/20 to give more direction to initiative planning;
  - What concrete outcomes do we need and expect in 5 years?
  - What big-picture initiatives and focus areas will lead us towards those outcomes?
  - How do current actions fit within that structure?
  - How do strategic recommendations from the equity audit align with 4 strategic priority areas?
- Administrative Meeting 9/15: crosswalk of Equity Audit Recommendations and Strategic Priorities.

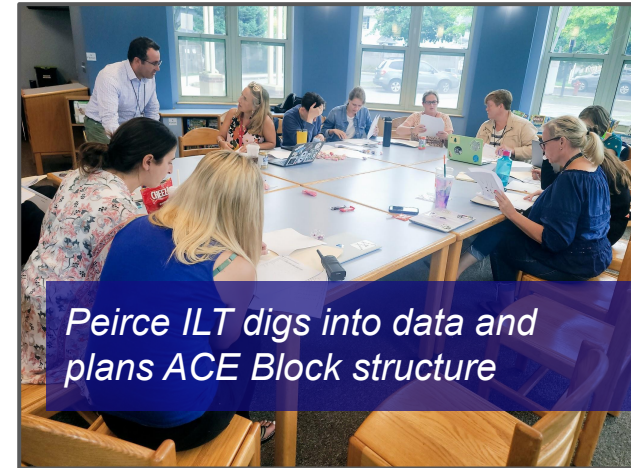
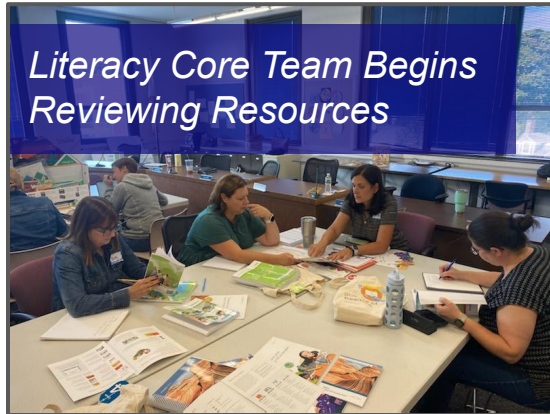




# Superintendent's Report 9/22/22

## School Teams and the First Few Weeks

- First Annual “Gibbs Day” following supportive First 9 Days of School
- Instructional Leadership Teams Launch school-based planning around instructional practice with support of Arlington Education Foundation





# Additional Updates



## **Branding and Website Update:**

- Website design still under construction! Please let us know if there are missing/important links.
- Website launch was a *migration*, redesign and migration of school websites to the new platform will take place over the course of this year.

**Calendar Adjustment:** Middle School Evening Conferences moved from Nov 10th to Nov 16th

**DLD Convening in Lexington, KY:** Last week of October

## **COVID Protocols for 2022-23:**

- Posted to front page of New APS Website
- Outbreaks to be monitored by nurses' offices, recommendations will follow local conditions within each school
- Families with questions should contact their School Nurse, Principal, or Nursing Director Doreen Crowe.

## **Active Search: Chief Financial Officer (closes September 16th)**

- Initial Interviews weeks of Sept 19th & 27th
- Final Interviews first week of October

## **Enrollments: Updated**

# Superintendent's Update 9/8/22



## Strategic Planning Update:

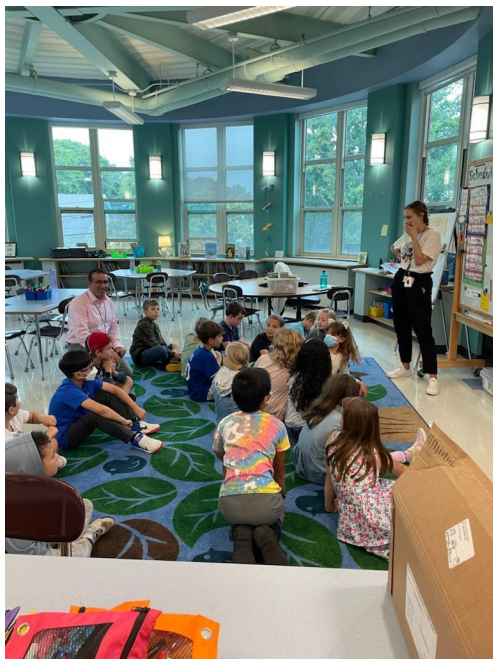
- Update provided to CIAA on 8/26/22
- Team of 24 administrators, teachers, community members in 4 subcommittees (one subcommittee per strategic priority)
- Task: develop 2-4 Strategic Initiatives for each Priority Area
- Plans to engage community: Forums throughout the fall with Superintendent, Ms. Thomas (DEI), and Cabinet Team; monthly updates and feedback on initiatives from CIAA subcommittee

## A strong initiative will:

- Directly support the vision and mission
- Directly address the priority area
- Focus on concrete long-term changes that can be broken into specific steps
- Connect directly to students' experience
- Be useful for guiding operational choices within the district
- Have clear metrics for success
- Define an important outcome while leaving room for adaptation on the path to arrive there
- Include a realistic picture of the resources needed and a plan for implementation

# First Day of School 2022

Peirce Elementary



APS METCO &  
DEI Team



Thompson Elementary

# Additional Updates



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Supporting Students' Social Emotional Learning, Behavioral & Mental Health, and Wellness through Multi-Tiered Systems of Support Grant: \$212,500 for additional staffing, professional learning, resources to support SEL instruction and Mental Health

## Elementary Before Care Program Pilot Update:

- 5 students enrolled @Thompson
- 15 students enrolled @Peirce
- Drop-in option added
- Able to provide scholarships to eligible families
- Will reduce fees if program proves financially sustainable

Transportation Update: Gibbs and Ottoson

# Additional Updates

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## Athletics Update:

- Over 540 students tried out for Fall Sports
- 80-100 more than previous seasons!
- Very competitive and talented teams will start games this week.

## Active Search: Chief Financial Officer (closes September 16th)

- Initial Interviews week of Sept 19th
- Final Interviews week of Sept 27th

## Enrollments: Updated

- Currently projecting ~150+ students compared to Oct 1, 2021
- Increasing enrollments at secondary overall; slight increase at elementary, overall leveling off elementary
- New ½ LC at Grade 8 Ottoson