

### OUR VISION & MISSION

**Vision:** A nation-leading, student-centered public school district providing equitable, and excellent, well-rounded education that prepares every student for success in college, career, and life.

**Mission:** Every child, in every classroom, in every school gets what they need.

### SCHOOLS & STUDENTS

There are **123 schools** in BPS:

- 7 schools for early learners
- 41 elementary schools (K-5 or K-6)
- 32 elementary/middle schools (K-8)
- 6 middle schools (6-8)
- 4 middle/high schools (6-12)
- 1 K-12 school
- 18 high schools (7-12 or 9-12)
- 3 exam schools (7-12)
- 6 special education schools
- 5 alternative (at-risk) schools and programs

Of these:

- 20 are pilot schools, created to be models of educational innovation with more flexibility and autonomy
- 6 are Horace Mann charter schools funded by BPS
- 5 are Innovation Schools, a model created by Massachusetts Education reform legislation based on BPS pilot schools
- 6 are Dual Language

**SY2020 enrollment is 51,954 (as of 10/1/20), including:**

- 2,903 students in pre-kindergarten
- 22,116 students in kindergarten-grade 5
- 10,894 students in grades 6-8
- 16,041 students in grades 9-12

**Student demographics:**

- 42.4% Hispanic 30% Black 14.9% White
- 9% Asian 3.7% Other/multiracial
- 48.5% First language not English
- 32.4% English learners
- 21.3% Students with disabilities (students with an IEP)
- 7% English learners with disabilities
- 58.3% Economically disadvantaged<sup>1</sup>

<sup>1</sup>Participating in one or more of these state-administered programs: SNAP, TAFDC, DCF foster care, and MassHealth

**Students who don't attend BPS:** (data from June 2020)  
Of the **73,600** (est.) school-age children living in Boston, about **21,658** (29%) do not attend Boston public schools. They are:

- 43% Black 3% Asian
- 26% White 5% Other
- 23% Hispanic

Of these students:

- 10,770 go to public charter schools
- 4,858 go to parochial schools
- 2,782 go to private schools
- 3,248 go to suburban schools through METCO
- 761 are placed in educational environments outside the district to receive special education services, including private or residential schools and state agencies.
- 117 are homeschooled (as of June 2020)

### BPS STRATEGIC PLAN

At BPS, every child in every classroom is entitled to an equitable, world-class, high-quality education. In April 2020, the Boston School Committee approved the BPS 2020-2025 Strategic Vision, which was presented by Superintendent Brenda Cassellius and informed by her community tour in the fall of 2019. The bold vision and concrete commitments within the plan will guide the work of the district over the next five years to improve student experiences and accelerate outcomes, close opportunity gaps, and increase instructional quality and rigor.

The six commitments outlined in the plan include:

1. Eliminate Opportunity and Achievement Gaps
2. Accelerate Learning
3. Amplify All Voices
4. Expand Opportunity
5. Cultivate Trust
6. Activate Partnerships

Read the full strategic plan at [bostonpublicschools.org/strategicplan](http://bostonpublicschools.org/strategicplan).

### STAFF

The 2020-2021 BPS budget (all funds) includes 10,955 staff positions (FTE), an increase of 205 positions (1.9%) from SY2020. Here is a comparison of some of the budgeted positions:

SY2020	SY2021	
4,403	4,418	teachers
1,860	1,892	aides
829	860	administrators, managerial
1,147	1,269	support
787	785	secretaries, custodians
1,354	1,360	monitors, cafeteria workers

**Demographics:** Black White Hisp. Asian Other  
Teachers & 22.1% 58.8% 10.7% 6.3% 2.1%  
guidance counselors

**Qualifications of BPS Teachers (SY2020):**

96% are licensed in their teaching assignment (97.3% statewide)

### BOSTON SCHOOL COMMITTEE

BPS is governed by a 7-member School Committee, appointed by the Mayor from among nominees recommended by a broad-based Nominating Committee. Members serve 4-year terms. Current members and term expiration dates are:

Alexandra Oliver-Dávila, Chairperson.....	1/1/24
Michael D. O'Neill, Vice-chairperson.....	1/4/21
Dr. Hardin Coleman.....	1/3/22
Jeri Robinson.....	1/2/23
Dr. Lorna Rivera.....	1/1/24
Quoc Tran.....	1/2/23

In 1989, in a non-binding referendum, residents voted to replace the 13-member elected School Committee with an appointed committee. In 1991, the state legislature approved Boston's home rule petition establishing the 7-member, Mayor-appointed committee. The appointed committee took office in January 1992. In a 1996 referendum, residents voted overwhelmingly to retain the appointed committee.

### SUPERINTENDENT

Dr. Brenda Cassellius has been an educator for more than three decades and has devoted her career to ensuring all children succeed and thrive. Superintendent of the Boston Public Schools since July 2019, Dr. Cassellius works to ensure every child receives an equitable, exceptional and joyful education. Her leadership is student-centered, supportive of educators, and grounded in collaboration and effective community partnerships. Before becoming Superintendent in Boston, Dr. Cassellius was the Commissioner of Education for the State of Minnesota for eight years. Prior to that, Dr. Cassellius served as the superintendent of the East Metro Integration District in Minnesota, as associate superintendent in the Minneapolis Public School District, leading a comprehensive high school redesign initiative, and as academic superintendent of middle schools in Memphis, Tennessee.

### BUDGET, SALARIES & PER PUPIL

**FY2021 Gen. Fund: \$1,258,633,065 (+7% from FY2020)**

Salaries	\$ 837,953,536	67%
Benefits	\$ 167,914,126	13%
Transportation	\$ 106,961,137	8%
Purchased Services	\$ 66,197,663	5%
Property Services	\$ 44,861,065	4%
Supplies, instruc/non-in	\$ 10,875,008	1%
Equipment	\$ 12,348,975	1%
Miscellaneous	\$ 2,859,642	<1%
Reserve	\$ 11,661,913	1%

**Weighted student funding.** Beginning in FY2012, BPS allocates funds to schools based on projected enrollment and the needs of individual students enrolled. In this system, dollars follow students, no matter what school they attend. Weights are based on target class size and average teacher salary. Students are given higher weights and are allocated additional funds if they meet additional criteria: high risk at grade 9 or 10, poverty, EL, students with disabilities (SWD), or vocational education.

**FY2020 External Funds (est.): \$140,496,563**

Includes **formula/entitlement grants** (e.g. Title I, II, III, IDEA, Perkins), **reimbursement grants** (School Lunch, ROTC), and **competitive grants** (e.g. Extended Learning Time).

**FY20 Average Salaries:**

Central administrators.....	\$ 140,186
Elementary school administrators.....	\$ 128,136
Middle school administrators.....	\$ 128,136
High school administrators.....	\$ 128,136
Professional support.....	\$ 92,605
Program support.....	\$ 107,640
Nurses.....	\$ 98,256
Librarians.....	\$ 105,136
Teachers (general education).....	\$ 101,113
Secretaries/clerical staff.....	\$ 53,683
Custodians.....	\$ 57,480
School police officers.....	\$ 55,595
Substitute teachers, per diem.....	averages \$ 157.78*

\*Increases based on length of day

## SPECIAL EDUCATION

As of October 1, 2020, about 11,350 students aged 3-21 with disabilities (22% of total enrollment) are enrolled in special education programs in BPS, of whom:

- 49.8% are educated in **fully inclusive** settings (spend 80% or more of the school day with their general education peers).
- 10.6% are educated in **partially inclusive** settings (spend 60% or less of the school day outside of the general education classroom).
- 30% are educated in **substantially separate** classrooms (spend 60% or more of the school day outside of the general education classroom).
- 7.3% are enrolled in **special schools** in public or private day or residential settings, including six BPS day schools (Horace Mann School for the Deaf, Carter School, and the four McKinley schools).

## ENGLISH LEARNERS

Among BPS students in K0-grade 12:

- 15,110 (29%) are Limited English Proficient (LEP) or English Learners (EL)
- 8,956 (59%) of EL students were born in the US
- All EL students are entitled to receive English as a Second Language (ESL) instruction and core content instruction from highly qualified teachers. Approximate EL enrollment by program, K2-grade 12, is:
  - 2,712 (18%) in language-specific Sheltered English Immersion (SEI) programs
  - 1,506 (10%) in multilingual SEI programs
  - 2,258 (15%) EL students receive SEI in inclusion or substantially separate programs
  - 7,408 (49%) EL students receive SEI in other classroom settings
  - 1,002 (7%) in dual-language programs where students whose first language is Spanish or English and they learn together in both languages
  - 224 (1%) in high-intensity literacy programs for students with limited or interrupted formal education (SLIFE)

EL students speak more than **70** different languages as their home language. The top nine first languages spoken are Spanish (57%), Cabo Verdean creole (7%), Haitian creole (6%), Vietnamese (4%), Chinese (4%), Portuguese (3%), Arabic (2%), Somali (1%), and French (1%).

BPS students come from 132 different countries, from Afghanistan to Zimbabwe.

## CLASS SIZE

Class size limits are set in the contract with the Boston Teachers Union.

As reported by the Massachusetts Department of Elementary & Secondary Education,

Grades	Maximum Class Size	
	Gen. ed.	High-needs (level 3 and 4 schools)
K1-Gr. 2	22	22
Gr. 3-5	25	25
Gr. 6-8	28	26 (gr. 6)
Gr. 9-12	31	30 (gr. 9)

the average BPS class size in SY2019 was 17.7 students. The state average is 18.1. Average class size is calculated by dividing the total number of students in classes by the total number of classes.

## HISTORY: FIRST IN AMERICA

- Boston Latin School: first public school, 1635
- Mather: first public elementary school, 1639
- BPS: first public school system, 1647
- English High: first public high school, 1821
- Horace Mann School for the Deaf & Hard of Hearing: first public day school for the deaf, 1869

## STUDENT ACHIEVEMENT & OUTCOMES

Due to COVID-19, Spring 2020 MCAS was not administered. Other data below have been updated with the most recent data available.

### Mass. Comprehensive Assessment System (MCAS)

In 2019, students in grade 10 continued to take the legacy MCAS in High School Sci/Tech. All other tested grades and subjects look the next-generation MCAS.

This table shows the percentage of students who performed at *Proficient* or higher levels and the % change from the previous year in MCAS:

Grade	Test	BPS % Change	State % Change
10	Sci/Tech	59%	+6%

### Next Generation Mass. Comprehensive Assessment System (Next-gen MCAS)

In 2019, BPS students in grades 3-8 took the next-gen MCAS in ELA and Math for the third time. Additionally, BPS students in grade 10 took the next-gen MCAS in ELA and Math for the first time, and students in grades 5 and 8 took the next-gen MCAS in Science for the first time. For these subjects and grade levels, comparisons to last year are not available.

Next generation MCAS scores fall into four categories: Exceeding Expectations, Meeting Expectations, Partially Meeting Expectations, and Not Meeting Expectations. The new categories emphasize readiness for higher-level work at the next grade level.

This table shows the percentage of students who Meet or Exceed Expectations and the change from the previous year, as compared to the state.

Grade	Test	BPS % Change	State % Change
3	ELA	39%	+6%
3	Math	34%	+1%
4	ELA	33%	-2%
4	Math	32%	+1%
5	ELA	37%	0%
5	Math	34%	+3%
6	ELA	36%	+5%
6	Math	31%	+3%
7	ELA	32%	-1%
7	Math	33%	-1%
8	ELA	35%	0%
8	Math	34%	+1%
8	Sci	24	New Test
10	ELA	45	New Test
10	Math	47	New Test

## SCHOOL ASSIGNMENT

In 2014, BPS began assigning students using a new "home-based" assignment plan for students in grades K-8. This plan offers families a list of choices that includes all the schools within a mile of their home, plus additional choices to ensure their list includes at least four high-quality schools. It also adds several citywide options and additional schools with programs for which they are eligible (such as AWC). The home-based assignment plan maintains sibling priority in an effort to keep families together. Based on 2019-2020 assignment data for K1 and K2 priority:

- 84% of K2 applicants received one of their top three school choices, and 58% received their first choice
- 80% of K1 applicants received one of their top three choices. Additionally, 62% of K1 applicants received their first choice school.
- 97% of K1 applicants received an assignment to a Boston Public School.

### MCAS Competency Determination (CD).

As of Spring 2019, 58% of the class of 2021 met the MCAS Competency Determination by performing at Proficient or higher in both ELA and math and at Needs Improvement or higher in science—which represents no change from the class of 2020 and a 19-point increase over the class of 2010.

**SAT Results.** Average scores on the SAT for test taken in 2019-2020 were:

	BPS	Mass.
Total	1,030	1,112
Mathematics	522	557
Evidence-Based Reading and Writing Score	508	555

**Advanced Placement Performance.** In 2019-2020, BPS students took 5,314 AP tests. Most colleges give credits for scores of 3 and above.

	BPS	Mass.
% scores of 1-2	40.6	28.4
% scores of 3-5	59.4	71.6

### 2018 & 2019 4-Year Graduation Rates:

Outcome	2019	2018
Graduated in 4 years	73.2%	75.1%
Still in school	13.9%	12.6%
Non-grad completers	0.5%	0.5%
GED/High School Equivalent	0.7%	1.0%
Dropped out	11.7%	10.8%
Expelled	0%	0%

**The annual dropout rate** for grades 9-12 in 2018-2019 was 4.2%. This represents a 1.2 percentage point increase from the previous year.

**After High School.** In a survey of the Class of 2019 about post-graduation plans, 3,515 students reported the following intentions at the end of the school year:

Plan	% of District	% of State
4-Year College	48%	61%
2-Year College	17%	19%
Other Post-Secondary	3%	2%
Work or Apprenticeship	8%	10%
Military	1%	2%
Other or unknown	22%	7%

## CONTACTING BPS

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