



**State of the Schools**  
**June 2017**

**Superintendent**  
**Kathleen A. Smith, JD**



## **Brockton School Committee 2016-2017**

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Kathleen A. Smith, JD

### **Deputy Superintendent**

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# Office of the Superintendent

In my fourth year at the helm of the Brockton Public Schools, the school system is at a financial crossroads due to a structural deficit in the state school funding mechanism.

Despite the fact the City of Brockton reached foundation in the operating budget this year, the first time a Brockton mayor has provided that full support in years, we were still required to lay off 28 permanent positions and cut significant programming and materials. Still, among many other achievements, the Brockton Public Schools:



- Conducted infrastructure trials for the conversion to MCAS 2.0, the high stakes state assessment that must be fully online by 2019;
- Reached the highest number of Level 1 and 2 schools in our history;
- Remained the only urban school district without a Level 4 or 5 school;
- Raised the graduation rate and lowered the drop-out rate at Brockton High School; all due to the extraordinary efforts of staff at all levels.

**We pull together for the sake of our nearly 18,000 students – from native Brocktonians whose families have lived in the City of Champions for generations – to those who have joined us from all corners of the globe. All are welcome here.**



The Brockton Public Schools remains precariously in the balance, as the FY18 budget forecast emerges as the grimmest yet, promising more devastating cuts to programs and personnel in a system already fully reduced and now challenged to close a \$16 million budget gap. We expect our city to fully support us.

A move to close the Goddard School building and shift those and other students from the Huntington, Gilmore and Barrett Russell Schools saved upwards of \$800,000.

As we move forward, I will continue to advocate for equity in education while steadily implementing the district's Strategic Plan, based on the three key components of: **instructional excellence, supportive environment and community engagement.**



- Increased ability of schools to use data to inform instructional decisions
- Successfully completed a Coordinated Program Review and the implementation of a state-approved corrective action plan
- Expanded use of professional learning communities at elementary schools
- Have more Level 1 Schools and fewer Level 3 Schools than ever before; still the only urban school district with no level 4 or 5 schools
- Aligned and coherent professional development
- Formative and summative next generation assessments; transition to new MCAS 2.0 program
- Digital literacy for staff and students

#### **Supportive Environment:**

- Brockton recognized as a leader in social, emotional and supportive environments
- Invited to participate in White House convening in social emotional learning after being recognized as a leader in the field
- Associate Commissioners of the state Department of Education visited the George School to see our trauma-sensitive initiatives and practices
- Meeting needs of community with the debut of the Two-Way Portuguese Immersion Program at the Raymond School with 30 Kindergarten students

#### **Community engagement**

- State chose Brockton to host a public hearing to inform changes in the state accountability system, involving Brockton parents, BPS staff and other community leaders
- DESE Commissioner Mitchell Chester chose Brockton to kick off a statewide listening tour
- An immigration forum brought together 300 families and a noted local immigration attorney to discuss rights amid national immigration reform
- Piloting provision of student information via online parent portal
- Transition to new, mobile-friendly, interactive website and multi-lingual social media push
- Public awareness grassroots campaign **Save Our Schools, Brockton Kids Count**



Regular upgrades to standards and assessments

**Operating accounts**  
Standardized

**Operating accounts**  
Standardized

## **Charter Enrollment**

This year marked the first year of operation of the New Heights Charter School in Brockton, which took 235 children from our middle schools. While we were held harmless for the funding loss this year, Mayor Carpenter petitioned the state to extend that status for another year. Lacking a viable building and exhibiting instability, the school bused students to Norwood for the first half of the school year, rendering us unable to reduce staff or make financial adjustments for the student loss. The state rejected that funding exemption.

## **Seeing Stars**



The district was happy to host the grand reopening of the Brockton High School planetarium first with elected officials and donors and then with former staff and their families. This 47-year-old domed theater has found new life with repairs and improvements thanks to a \$100,000 grant from 3M, \$39,000 of Community Development Block Grants by Mayor Bill Carpenter through the Brockton Redevelopment Authority, and \$12,000 from Boston Scientific – donations that will spark the imaginations of generations to come.

## **Facilities Masterplan**

The long-awaited citywide Facilities Masterplan and its short- and long-range plan to maintain, renovate and potentially replace school buildings is finally moving forward after many years. We are in the process of evaluating all 22 schools with a consultant from Arrowstreet Inc., an architecture and design firm whose expert in educational physical learning environments has visited all our schools. The consultant has also offered four “visioning” workshops with administrators, teachers and principals to get their thoughts on what schools should look like in the 21<sup>st</sup> century. This will be an integral component of the final masterplan. The next step will be to begin to reach out to parents and members of the Brockton community for input in fall 2017.

## **Policies**

My executive staff, under the direction of Dr. Salvatore Terrasi, Executive Director of Pupil Personnel, have been working to update the Brockton Public Schools’ policy manual through a partnership with the Massachusetts Association of School Committees. Our goal is to have all policies updated and approved by the Brockton School Committee during the 2017-2018 school year.

## **Equity in Education**

Chief Budget Officer Aldo Petronio and I have been advocating with other urban school districts and a range of state officials for fair funding for Brockton. But faced with deep cuts and unfair funding formulas, we and other urbans find ourselves forced to seek a judicial remedy for the outdated State School Foundation Funding Formula. Our city has committed \$100,000 to join this lawsuit as a lead plaintiff.

# Office of Learning & Teaching

The Office of Learning and Teaching is committed to offering professional development opportunities that are relevant and connected to classroom instruction. Each year, the staff in Learning and Teaching works in collaboration with other departments in order to train hundreds of teachers on instructional content and classroom strategies to support all our students.

Professional development offerings include job-embedded support, as well as college-level courses, offered through various university partnerships.



In 2011, the state of Massachusetts adopted more rigorous standards across all grade levels, preK-12. The Office of Learning and Teaching has continued to ensure that our teachers and students are prepared to meet rigorous standards as they continue to evolve. There has been an intensive effort toward supporting teachers and students as we best prepare them to have the knowledge and skills critical to being successful in meeting the demands of a 21<sup>st</sup> Century technology driven society.

To ensure that perspectives of teachers assist in shaping the transition to a more rigorous curriculum and assessment design, the Office of Learning and Teaching has adopted an inclusive and collaborative approach. Using common planning time and steering committees as opportunities to involve teachers, the Brockton Public Schools' curriculum of today is defined by common resources, common language and common expectations for all of our students.

<i>2016-2017 Successes</i>	<i>2016-2017 Challenges</i>
<p>This year marks our fourth year of administering computer-based assessments to our students, grades 3-8.</p> <p>All schools took a version of the computer-based testing.</p> <ul style="list-style-type: none"> <li>• The Hancock, Raymond, Downey, Huntington Angelo, George, Davis, South and Ashfield</li> </ul> <p>Despite a transition to new standards and a new assessment system, our schools have shown growth in state accountability measures</p> <ul style="list-style-type: none"> <li>• Grades 3-8 ELA</li> <li>• Grades 4-5 Math</li> </ul> <p>Three of our K-8 schools achieved Level 1 status for their state performance levels</p> <ul style="list-style-type: none"> <li>• Kennedy Elementary</li> <li>• East Middle School</li> <li>• North Middle School</li> </ul> <p>We have continued expansion to digital textbooks, online resources, and assessments so that our classrooms are engaging spaces which are reflective of real world applications.</p>	<p>Continued eliminations of teaching positions for the third year has resulted in large class sizes at all levels.</p> <p>Our budget for professional development has caused fewer offerings for staff, as well as diminished funds for instructional and supplementary resources.</p> <p>Cuts to positions in the Office of Learning and Teaching weaken instructional support for the 6-12 levels, and district curriculum alignment, K-12.</p> <p>In order for the Brockton Public Schools to create learning experiences for students that are more reflective of today, we must enhance the digital literacy skills of both students and staff.</p> <ul style="list-style-type: none"> <li>• Funding for technology needs to be increased so there are one-to-one devices for students and teachers throughout the district.</li> <li>• Our instructional support positions are critical to successfully integrating instructional content with technology.</li> </ul>

# Brockton High School

The largest public high school in the state with 4,255 students, Brockton High School remains a national model of urban educational excellence with LEVEL 1 status from the Massachusetts Department of Education.

This year, BHS was awarded 307 John and Abigail Adams Scholarships.

- In 2017, Brockton High School was recognized by the International Center for Leadership in Education as a Sustained Model of Excellence and will be highlighted by founder Willard Daggett, Ph.D. at this year's Model Schools Conference.
- In 2016, BHS was named one of the nation's best high schools by *US News & World Report* (the 6th time since 2009).
- *Newsweek* Magazine named it one of America's Top 500 high schools for serving the needs of low income students.
- It earned a place on the College Board's Gaston Caperton Opportunity Honor Roll for Expanding Opportunities and Access to traditionally underrepresented students.
- BHS is fully accredited through NEASC following a self-report, a site visit and editing a final report.



BHS provides a wide array of options for students of all abilities, including a full range of services for English language learners and special education students, as well as Advanced Placement, online learning, dual enrollment courses and International Baccalaureate programs.

Brockton High School has focused efforts on expanding Advanced Placement and International Baccalaureate offerings and dual enrollment, encouraging students and families to explore advanced coursework as they prepare for college and career. The school's instructional leadership team continues to work on curriculum development that includes the schoolwide focus on literacy as well as the school's other Core Values, Beliefs and 21<sup>st</sup> Century Expectations.



### **Impacts of Cuts for 2016-2017:**

- The new schedule required all students to take a sixth class. With the elimination of elective teachers in previous years, and cuts totaling 14 teachers over two years, many students began the school year with two or three Directed Academic periods in their schedules. The lack of elective classes was concerning to students, parents and faculty.
- The difficulty in getting substitutes has led to hundreds of students sitting in the cafeterias. Many of those same students had Directed Academic periods as well. The large number of students who had no assigned classes led to some incidents in hallways or cafeterias.
- The reduction in staff also negatively affected the student-teacher ratio making it difficult to address discipline issues in hallways and common areas, which is a major safety concern.
- Loss of Family and Consumer Science Teacher – approximately 1,500 seats of electives eliminated.
- Larger Directed Academics (study halls) due to limited elective options.
- Funding had to be dedicated to paying teachers for teaching electives during their prep time to relieve the number of students with multiple Directed Academic periods.

### **Impacts of Projected Cuts for 2017-2018:**

- Brockton High School uses the gymnasium for intramurals in the morning to relieve the number of students in the cafeterias before school. Cuts to that funding will eliminate access to approximately 200 students to use the gym from 6:45-7:15 a.m.
- Teachers will teach an additional class with large class sizes and less time.
- Fewer electives means students will have more than one period that may not fill with a class.
- Required collaboration time will leave some areas unsupervised, which is a daily safety concern especially during the lunch periods.



BHS will continue to administer the 10th Grade MCAS test to sophomores, a graduation requirement through 2018. However, technology and infrastructure remain a concern. The Class of 2021 will be required to take the state exam online in 2019 as sophomores. Brockton High School consistently has infrastructure issues when several hundred people log on in the same area of the building. Approximately 1,000 students will test simultaneously. The Technology Services Department has deployed several laptop carts to the school and worked to upgrade bandwidth. However, the 45-year-old high school complex lacks the type of infrastructure (i.e. electrical system) to support it, a concern that must be addressed.

Brockton High School's strength remains its people: a talented and committed administrative team, faculty and staff who put the needs of students first. While the school's leadership transitioned in the past several years, expectations and student achievement remain high, with national recognition, a testament to the strong team and motivated student body.

# Business, Instructional Technology and Career Education

The Business, Instructional Technology and Career Education Department consists of 37 teachers in all schools throughout the district. We support 4 teachers in the middle schools teaching students in the area of engineering design, 19 teachers at the high school in the business and career education, 2 digital literacy specialist located at the high school and 12 technology teachers at the elementary level.

For the school year 2016-17, we served every student in the district with support in digital literacy, career exploration and business education. The department strives to keep current in the career fields and technology skills and add or modifies courses to fit the current trends. For the school year 2017-18, we hope to offer a new career pathway in Information Technology and expand our Engineering pathways to focus on Advanced Manufacturing.



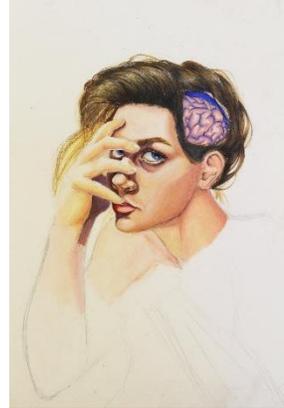
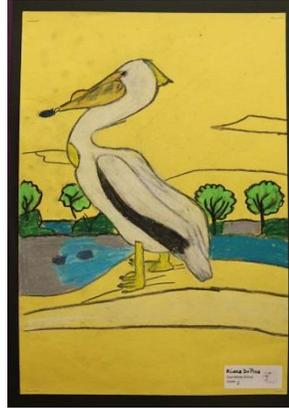
## 2016-2017 Successes

- 39 students became Certified Nursing Assistants
- 500 new Sprint mobile devices were given to students who did not have them, to assist outside the school. (approved for 400 more in 2017-2018)
- \$495,674 grant to purchase equipment for computer-aided design, 3-D printing, robotics and artificial intelligence
- Implemented Learning.com that provides an intuitive, flexible and personalized digital education experience for our K-8 students
- Infinite Campus Portal keeps high school students and parents informed and allows them to view assignments, grades, attendance and more
- Implemented Office 365 at the high school which gives students and teachers access to Word, Excel, PowerPoint, OneNote and Outlook. This also allowed all students at BPS to have BPS email accounts.

## 2016-2017 Challenges

- We need to increase staff to offer more challenging computer-based classes; this may be done by adding staff or removing offerings that do not provide students with current skills.
- Instructional Technology Specialists are critical as more and more technology moves away from the lab setting and into each individual classroom. The Specialist's role is to assist every teacher in effectively integrating technology into the classroom and help foster student digital literacy and good digital citizenship.
- The print shop operation to be reassessed for optimum productivity
- One-to-one devices for students and for teachers to have the technology to teach are key

# Art Department



The Fine Arts program provides an aesthetic, intellectual and stimulating atmosphere for creative and technical proficiency. The sequential arts program is designed to awaken the child's awareness to beauty in life and nature and to develop a deep appreciation of social and cultural backgrounds. The K- 12 Art Department consisting of 28 teachers in 21 buildings including 9 teachers at Brockton High School, one for each of six middle and alternative schools as well as 12 teachers to serve students in 12 elementary schools.

## Challenges

- Ensuring equity and exposure to art across all levels

## BHS Course Offerings:

Drawing and Painting I, Drawing and Painting II, Illustration, Advanced Drawing and Painting, Art Studio, Ceramics, Sculpture, Printmaking, Digital Imaging I, Digital imaging II, Photography I, Photography II, Acting I, Acting II, Play Production, Musical Production, Technical Theatre, Technical Set Design, History of Theatre, Producing Television Programs, Television Documentaries, Advanced Television and Media Production, Aesthetics of Film, AP Art / Drawing, 2D Design and 3D Design.



## Annual Visual Art Exhibitions

- Annual K-8 Art Show
- Annual Faculty Art Show
- HarborOne Bank Art Show
- Brockton Public Library Art Smart
- UMASS Dartmouth – Emerging Young Artist Show
- Summerfest Art Exhibit
- Brockton Garden Club Art in Bloom

## Fuller Craft Museum



All Brockton Public School third- and fifth-grade students have the opportunity to tour the current exhibits at the Fuller Craft Museum each year, a marvelous experience that offers the chance to see art works and artists up close in their own city, a wonderful collaboration that we are very thankful for.

## UMASS Dartmouth Emerging Young Artists Show

Five Brockton High School Student Artists exhibited work in the fifth annual, University of Massachusetts Dartmouth, College of Visual and Performing Arts, Emerging Young Artists 2017 Invitational Exhibition. The Emerging Young Artists 2017 Invitational Exhibition recognizes the exceptional merit of high school art students from thirty four high school art programs in Massachusetts.



## BHS Drama Club



Our Drama club services approximately 250 students who participating in four major productions throughout the year in a variety of areas ranging from acting, set design, tech crew, wardrobe and makeup.

- December Production
- FebFest
- NETG Competition Production
- The Spring Musical

# Music Department

The Music Department in Brockton has been recognized as one of the largest and best programs in the state and by the *School Band and Orchestra Magazine* as one of the best in the country. We are winners of numerous awards throughout the state and country in various festivals and competitions.



Students that have graduated from the program are currently performing with professional organizations including major symphonies, jazz groups and shows on Broadway, to name a few.

Currently we service more than 1,500 students both in the choral and instrumental program, and all instruction in classrooms citywide. We continue to strive to maintain a high level of instruction to all students with our current staff to service not only students, but also the community. The department recently received a \$2,000 Community Award donation by the GRAMMY Foundation to reward our efforts to maintain music education as a core element of our district curriculum.



## 2016-2017 Achievements:

- One of the largest instrumental enrollments citywide
- Ensembles perform throughout the community and for functions including parades, senior living facilities, the Rotary Club, Taste of Metro South
- Middle and senior high school students participate annually in the District Festival and All-State Festival
- 41 students out of 60 chosen to perform in Southeastern Music Festival
- 12 student represented BHS at the All-State Music Festival
- Two choral students performed with the 2016 American Choral Director's Conference in the National Honor Choir in Minneapolis
- Instrumental and choral ensembles win Gold and Silver medals at the MICCA Music Festival

- BHS Wind Ensemble and Jazz Ensemble placed first in the NY Music Festival last year; received the prestigious Esprit Award for best overall ensemble
- Past students perform in major symphonies here and around the world; in jazz groups such as Brian Zetzer, Tommy Dorsey Band and on Broadway.
- BHS Wind Ensemble earned First Place in the NYC Music Festival
- Citywide concert performances at all levels for parents and the community
- Students performed at the Arts Literacy Conference
- The ensembles perform in the United States, in Europe, Bermuda and Canada.

## 2016-2017 Challenges

- Maintaining equality throughout the city through scheduling and staffing
- Limited to no space for equipment
- Shortage of equipment overall

## Department of Bilingual/ESL Services

Brockton is the fourth largest diverse district in Massachusetts, with 3,648 English Learners (ELs) and 715 formerly English Learner (FEL) students. Among those designated as English learners, 1,991 speak Cape Verdean, 714 speak Haitian, 571 speak Spanish, 190 speak Portuguese and 33 speak Vietnamese. An additional 22 languages are spoken by students in the district, including Quechua, French, Chinese and Bengali.



The Bilingual Department continually strives for a variety of programming options for English language learners with different proficiency and educational backgrounds. Additionally, central to its mission is the engagement of families of linguistically and culturally diverse backgrounds into the schools and district.

Recent budgetary constraints led to the reduction of Bilingual Community facilitators, leaving the system with only one Haitian Community Facilitator and only three Cape Verdean facilitators to provide important language support services for 2,498 students and their families.

2016-2017 Successes	2016-2017 Challenges
<ul style="list-style-type: none"> <li>• Brockton continued to offer highly lauded, varied programming for students, including dual immersion, structured English immersion, transitional bilingual education, and BHS literacy programming for students who have gaps in their literacy development.</li> <li>• Establishment of the Unidos Portuguese Immersion Program at the Raymond School in September 2016.</li> <li>• Continuation of Bilingual PAC events, including the presentation by an Immigration attorney and a series of workshops on district engagement presented in Cape Verdean/Portuguese, Haitian/French and Spanish.</li> <li>• Title III funded adult ESL classes for over 175 parents of students in the district, including activities for the children of involved parents.</li> <li>• Title III funded advocates provided services for Cape Verdean, Portuguese, Haitian, French and Spanish speaking families.</li> <li>• The Bilingual Department will be able to offer a summer English learner program (SELL) that integrates science and English language development to 140 elementary students.</li> </ul>	<ul style="list-style-type: none"> <li>• Increase of split classes at the elementary level from three to five – Angelo (4/5), Kennedy (4/5), George (1/2), Davis (4/5) and Baker (4/5).</li> <li>• Bilingual programs remain understaffed with a reduction of a Bilingual Department head, ESL teachers, adjustment counselors, bilingual special education teacher, and bilingual community facilitators.</li> <li>• There is only one Haitian Community Relations facilitator serving 714 families, and only three Cape Verdean Community Relations Facilitators serving 1,991 families.</li> <li>• Funding for the bilingual family advocates is set to expire in August, and there is no indication at this time whether there will be funding available in fiscal 2018.</li> <li>• The system needs to expand programming at the high-school level and establish programming at the middle school for students with limited or interrupted educational backgrounds.</li> <li>• Given the transient nature of our population and the influx of newcomers, many SEI class enrollments exceed those in general education.</li> </ul>

The Bilingual Department has done an excellent job of engaging families and providing educational programming that is responsive to both students' English language development levels and educational backgrounds. The reduction in staff who speak the families' native languages has made supporting ELLs more difficult, but the department is confident that with the allocation of necessary resources,



the Brockton Public Schools will be able to maintain its position as the statewide leader in programming and opportunities of all linguistically and culturally diverse students and their families.

# Pupil Personnel Services

During the 2016-17 school year, the Office of Pupil Personnel Services has continued to play a key role in implementing the goals and objectives identified as part of the Superintendent's Strategic Plan. This office oversees the departments of Special Education, Guidance Services, Nursing, Attendance Officers, Data Services and Alternative Pathways, and provides supports to help students mitigate or overcome barriers that prevent them from full access to their educational program. This work involves collaboration with a number of community partners, social service agencies and outreach organizations to support students and families.

In the past year, the Pupil Personnel Services team has expanded its work to assist students in career readiness by offering career readiness classes at the Keith Pathways Center, include *Serv-Safe* and *Home Health Aid* programs.

The Keith Center comprises the Frederick Douglass Academy, Champion High School and the Pathways Center, and continues to provide alternative educational pathways for non-traditional students, including many who have dropped out, are at risk of dropping out, who need a smaller educational setting, are working and/or parenting, or who are newcomers to the country.

This past school year has also seen continued and improved implementation of Chapter 222, the school discipline reform law, as well as changes in the new restraint regulations reporting system.

Pupil Personnel Services administrators continue to provide training and support for educators and building leaders in the Positive Behavior Intervention System (PBIS) and in Helping Traumatized Children Learn by attending to the social, emotional and behavioral needs of students. Training in CPR and CPI de-escalation techniques have been ongoing throughout the year.

## Accomplishments in 2016-2017 have included:

- Successful completion of a DESE Coordinated Program Review Corrective Action Plan;
- Invitation to a White House Convening on trauma and learning;
- Recognition in the NEA Today magazine for its work in Trauma-Sensitive Schools;
- Expansion in trauma-sensitive schools

## Ongoing Challenges:

- Funding/staffing: the district needs additional psychologists, bilingual psychologists, counselors and nursing staff to fully support students and provide quality programming that addresses the needs of our diverse population of students, however, it's unrealistic due to the financial climate at this time.



# Brockton High School Athletics



Brockton High School is known for its high academic standards, athletic excellence and good sportsmanship.

The BHS Athletic Program was previously selected as the #1 Athletic Program in Massachusetts by Sports Illustrated and student athletes and coaches have won many championships and awards, making us proud of our role in the City of Champions.

This year saw many successes under the direction of our new Athletic Director Kevin Karo.

2016-2017 Accomplishments	2016-2017 Challenges
<ul style="list-style-type: none"> <li>• Three sports seasons produced forty-seven (47) teams and involved 1,117 student athletes.</li> <li>• Ten (10) Big 3 Championships in seven (7) different sports, not including the spring 2017 season.</li> <li>• Several student athletes earned scholarships to local colleges and universities for their outstanding performance on the field and in the classroom.</li> <li>• Cole Wyman became the first student athlete in BHS history to win the state wrestling title two years in a row.</li> <li>• Boys 4 x 400 relay team qualified for the New Balance Invitational in New York City.</li> <li>• Several student athletes were recognized by the Enterprise, Globe and MIAA for their excellence in the classroom and on the field.</li> <li>• The <i>Save Our Sports Foundation</i> helped fund a new state of the art weight training facility at BHS.</li> </ul>	<ul style="list-style-type: none"> <li>• Collecting and inputting necessary paperwork for student athletes to compete in a sport is tedious, time consuming and antiquated. We would like to implement an online registration form for all sports for the fall 2017 season.</li> <li>• Transportation costs are increasing and with the addition of two new sports teams (Girls and Boys JV Lacrosse), the cost of travel will be a financial burden.</li> <li>• Providing quality athletic fields for all of our sports teams and at all levels is a top priority. Our grounds crew does an excellent job with what we have to work with, but we would like all of our fields to be at the highest level.</li> <li>• Equipment costs are increasing for all sports. There are certain items that need to be purchased each year and we want to provide our student athletes with the best quality possible.</li> </ul>



The Brockton High School Athletic Department continues to do an excellent job providing opportunities for our students in spite of many obstacles. The department needs necessary resources to once again climb to its deserved position as one of the best high school athletic programs in the state, in New England and nationally.

# Physical Education Department K-12

The Brockton Public Schools Physical Education Department curriculum focuses on physical fitness, motor skill development, cooperative games and exposing students to lifelong physical activities. All schools have certified physical education teachers implementing the curriculum.

The department collaborates yearly with the Special Education Department to conduct Special Olympics for Brockton Special Education students at all three levels.

## Elementary



- Continue to implement SPARK curriculum into existing classroom activities
- Expanded before- and after-school opportunities through the Boks and Intramurals
- Continued to support the development of interactive recess through implementation of the Playworks program at participating schools
- Conducted Fitness Day events with all Elementary schools participating

## Middle School



- 2014 Recipient of the Carol White Physical Education Grant for the Middle Schools, which created fitness rooms at each of the middle schools. We are in our final year of the grant and are unable at this time to sustain the changes we have made over the last three years due to budget constraints.
- Increased before- and after-school opportunities consisting of Intramurals, middle school athletics, Safe Routes to School bike program, family health nights
- Conducted Fitness Day events with all middle schools participating

## High School



- Developed a new curriculum to target a variety of student interests along with multiple course offerings
- Implemented a new Physical Education class for our ninth grade ELL students
- Upgraded cardio room and helped create a new state of the art weight room for our Physical Education program and athletics
- Continue to service approximately half the student body per year with offerings at each grade level
- Coordinate and prepare for our annual wellness fair, that will conduct staff health screenings along with introducing various health agencies and programs to our students

# Wellness K-12

The Brockton Public Schools is one of the few districts in Massachusetts providing students with Health Education in all grades. Since 1992, the department has maintained certified health teachers teaching at all three levels: elementary, middle and high school health.



Our curriculum is aligned to the National Health Education Standards and the Massachusetts Health Education Frameworks. Units and lessons are designed to have students not only understand health concepts, but to also practice health skills as they learn.

Each year health teachers focus lessons on nutrition, emotional wellness, healthy relationships, body systems, conflict resolution skills, substance abuse prevention, bullying prevention, internet safety and healthy decision making.

Members of the department often collaborate with other special content teachers on wellness initiatives. A prime example of this collaboration is seen each fall, at the elementary level when Health, Physical Education and Art teachers work together in implementing the Walk Safe Program. Students learn about pedestrian and bus safety in the health classroom, practice the skills in the gymnasium with stand-up road signs, and then create artwork that is displayed sharing their understanding of these safety rules.



The Wellness Department has also been instrumental in securing grant funding to address health issues facing our students.

Recently initiatives have focused on improving breakfast by implementing Breakfast in the Classroom and

Grab N Go breakfast options, improving substance abuse prevention curriculum, teen dating violence and after school student-centered opportunities.

In addition, the Wellness Department works to implement system-wide strategies to comply with health regulations/laws impacting youth. Curriculum updates along with professional development and community collaboration focusing on issues like bullying, nutrition, opioid and substance prevention, LGBTQ support are a few of the current initiatives.

## Challenges in 2016-2017

- Staffing at the high-school level is still a concern.
- Brockton High School has just five teachers serving all students for their wellness graduation requirement.
- Student centered after school opportunities no longer exist
- Funding has challenged the continuation of afterschool programs that support health topics such as: peer leadership, peer mediation and SADD

# Special Education Department

The Brockton Public Schools' Special Education Department services students with varying disabilities from the age of 3-22. The district has approximately 2,658 students with disabilities.

The state average percentage of students with disabilities is 17.2 percent while Brockton maintains a lower percentage of 15 percent.

Special Education is comprised of four essential elements: Programming, Compliance, Support and Communication. It is specialized instruction and/or related services for students with disabilities who have not yet graduated. The goal is to provide accommodations, support and remediation to help students with disabilities make progress in the least restrictive environment (LRE).



Special Education is driven by the IDEA principles set forth from the federal government. These principles are the foundation of special education. High expectations must ensure access to general education curriculum in the regular education environment. Goals must be established for the performance of SWD consistent with goals for all students. Students with disabilities must be included in general state and districtwide assessment programs with appropriate accommodations and alternative assessments, necessary to evaluate progress towards goals.

Compliance is the job of the special education department. We must ensure timelines are followed for the TEAM process. The department generates consents, completes assessments within the timelines established by the state of Massachusetts, holds TEAM meeting, determines eligibility, develops IEPs, generates progress reports, addresses parent requests and concerns and follows all procedural safeguards. This can be a challenge to our department given the number of evaluations and service providers involved in the TEAM process.

The department has been working to identify funds to hire a special education family advocate to work alongside the bilingual parent advocates at the district's new Parent Advocacy Center. Support is crucial. The department provides trainings and workshops to special education and general education staff. In collaboration with the Bilingual Department, we provide professional development opportunities to Brockton Public Schools personnel. The special education administrators attend regular scheduled meetings with building administrators and consult with Brockton Public School personnel and parents. The department also provides parent workshops.

## Challenges in 2016-2017

- The Special Education Department would like to provide parents with additional supports and assistance in navigating the system and accessing services, both in the school district and the community.



Communication is key. We have an open door policy and pride ourselves on connecting with our families. The department ensures all communication with parents are provided in their native languages. We promote a strong home – school connection.

# Accountability

The 2016-17 school year marks the first year of the Next Generation state assessment or MCAS 2.0 for grades 3-8. All Brockton grade 8 students took the test online in the spring of 2017. Nine schools will take the test entirely online. The Department will work with school leadership to support administering the new test.

In addition to a new test, the state is also revising its accountability system. Brockton's Accountability department will work to influence state accountability policy through the Executive Director's appointment to the Accountability and Assistance Advisory Council and work with the district to understand changes to the system.



In addition to the state requiring more data, the federal government is again collecting its massive Civil Rights data. As a result, for the second consecutive year, this considerable data set will consume much of the department's time this spring.

Due to budget and staffing cuts, the department now supports all instructional software in the district. In an effort to make teacher and student use of the increasing instructional software, the accountability department successfully piloted a single sign on for equipped software. Instead of logging on multiple times to a variety of software sites, a single sign on allows a user to log on once and have the appropriate rights and privileges automatically applied. We hope to expand this pilot to include additional software.

We are confident that despite the challenges, we provide robust systems of data security, provide highly accurate data, conduct insightful actionable research to guide instruction and strategic decisions, and make a direct impact from our Board roles on education policy in our area of expertise.

<i>2016-2017 Successes</i>	<i>2016-2017 Challenges</i>
<ul style="list-style-type: none"> <li>• Successfully implemented MCAS 2.0 online and paper – based administration.</li> <li>• Pilot single sign on for instructional software</li> <li>• Save hundreds of hours with Direct Certification matching assistance.</li> <li>• Provided new visualizations and analytics for multiple teaching and learning reports.</li> <li>• Integrated numerous databases allowing for more advanced analysis.</li> <li>• Served on the Regional Education Lab's Governing Board.</li> <li>• Appointed by Commissioner of Education to serve three-year term on School and District Accountability and Assistance Advisory Council (AAAC).</li> <li>• Supported all instructional software in the district.</li> </ul>	<ul style="list-style-type: none"> <li>• Personnel and technical knowledge. Programming and database administration in SQL Server is a highly sought after technical skill which is overseen by just two administrators in this department.</li> <li>• Vendors do not provide our needed data in a desired form, this is most notably the case with assessment software.</li> <li>• Student data security is exceedingly difficult to ensure with the proliferation of companies that provide attractive “free software” that rely on data mining usage data.</li> </ul>

# Operations

The Facilities Department maintains 22 schools and three buildings with almost 3 million square feet under roof and maintains the outside grounds for all 25 buildings. The age of our buildings ranges from more than 100 years to seven years with the majority having been built from the mid-1950s to the early 1970s.

We have 106 custodians, six travelers, five outside grounds and 13 craftsmen (two plumbers, six carpenters and one HVAC.) Work orders and small projects are done on a daily basis as well as reacting to any emergencies.

Arrowstreet Inc., a Boston-based architecture and design firm, has been retained to outline long-term repair and renovation plans for the City of Brockton's Facilities Masterplan. The school's portion of that vision has a timeline to completion of December 2017.

The Deputy Superintendent is working in collaboration with principals and the Facilities Department to plan the logistical moves of the Goddard, Huntington, Gilmore and Barrett Russell schools following a vote of the Brockton School Committee.



## **Major Accomplishments of 2016-2017**

- Completion of three roofs at the Ashfield, Brookfield and Gilmore schools
- New windows at the Barrett Russell Kindergarten Center
- New boilers at the Brookfield and Ashfield schools; new ceilings installed at the Brookfield
- Carpeting upgraded and new ceilings installed throughout the district
- Removed original exterior lights and poles from behind the Raymond and Davis schools for necessary upgrades
- Continued the upkeep of electrical and fire systems, doors, locks
- Continued installation of school surveillance cameras for the safety and protection of students, staff and parents – part of the citywide Brockton Police camera system
- New ScholarChip system at Brockton High School and the Keith Center
- New Brockton High weight room thanks to Save our Sports and the Facilities Department
- Continued painting and flooring upgrades



# Human Resources

The Human Resources Office continues to ensure that the district employs high quality staff for all positions throughout the district. Educating all of our students is a team effort and we hire the best staff to be part of this team.

Human Resources oversees the Reduction in Force processes for certified and non-certified staff, and administers recalls, transfers and unemployment benefits for those affected by the budget shortfall.



The Human Resources Office continues to comply with guidelines around background checks by ensuring and tracking processes for fingerprinting and CORI checks. These are enormous undertakings, with more than 5,000 fingerprint results having been screened and tracked through the office. The fingerprint requirement is in addition to the CORI process that is completed in accordance with the School Committee policy.

Human Resources staff members are committed to improving efficiencies through the use of technology and programs that will streamline processes, and are utilizing a number of digital platforms to recruit, induct and retain highly qualified teachers from diverse backgrounds. One of the office's largest responsibilities is participating in ongoing negotiations with seven unions and guiding the School Committee in those operations.

The Human Resources Office is committed to promoting the high expectations and supportive environment in BPS in order to recruit and retain talented staff in all areas. Department administrators provide supports to current staff so each member is able to perform at the highest levels which will in turn impact our students, and improve efficiencies through development/adoption of programs and processes that will streamline the various HR functions.

As a means of improving efficiencies, we implemented the attendance management and substitute system, Absence Management, which is used by all employees.

BPS implemented an Employee Assistance Program in September of 2016 for all staff to utilize. This program allows all staff to receive support in various areas, both professional and personal.

## 2016-2017 Challenges

- Budgetary constraints have required the district to implement a Reduction in Force across all union and non-union groups.
- Staffing levels are already at a minimum. Additional Reductions in Force will reduce staff significantly.

# 2016-2017 Brockton Public Schools Staff

## Certified Union Staff

Adjustment Counselors	39
Adult Learning	4
Art	25
Bilingual	80
Bilingual Special Education	1
Business Education	8
Elementary	375
English	91
Family and Consumer Science	0
Foreign Language	34
Guidance	29
Health	21
Hearing Impaired	3
Industrial Arts/Tech Ed	9
Informational Technology	1
Instructional Technology	3
Librarians	0
Mathematics	86
Media Specialist	0
Music	28
Music Therapist	1
Nurses	30
Occupational Education	7
Occupational Therapists	10
Physical Education	33
Physical Therapist	1
Pre-school Teachers	6
Psychologists	10
Reading	12
Science	66
Social Studies	61
Special Education	220
Speech Therapist	20
Union Administrators	63
<b>TOTAL</b>	<b>1377</b>

## Non-Certified Union Staff

Administrative Assistants	104
Computer Technicians	10
Custodians	125
Food Service	177
Monitor Teacher Assistants	125
Paraprofessionals	365
School Police	8
<b>TOTAL</b>	<b>914</b>

## Non-Union Staff

Attendance Officers	2
Bilingual Community Facilitators	9
Confidential Administrative Assistants	6
ELL Immigrant Family Advocate	3
Parent Liaisons	4
Therapy/Therapeutic Support	12
Other	24
Non- Union Administrators*	51
<b>TOTAL</b>	<b>111</b>

### Breakdown of Non-Union Administrators

Superintendent	1
Deputy Superintendents	2
Executive Directors	6
Principals-- Secondary Level	13
Principals-- Elementary Level	10
Associate Principals	6
Associate Directors	3
Director Student Information System	1
Accountant	1
Budget and Requisition Manager	1
Communications Officer	1
Coordinator Emergency Preparedness	1
Director of Facilities	1
Director Technology Services	1
Grants Accountant	1
Grants Manager	1
Payroll Supervisor	1
<b>TOTAL</b>	<b>51</b>

# School Registration/Parent Information Center

The School Registration and Parent Information Center (SRPIC) works throughout the year to enroll new students in the district. Brockton's enrollment has grown by 1,797 students since 2010, and the SRPIC has worked collaboratively with district and building administrators to ensure that students are placed in the most appropriate setting.



The School Registration and Parent Information Center registers all students in Grades PreK-12, including Pathways, Edison Academy, Frederick Douglas Academy, Goddard School, Champion High School, and Gateway to College. A total of 5,624 registrations and transfers were processed for the 2016-2017 school year. Of those, 1,894 students were new students or those returning from other school systems.

During the year, the SRPIC's staff members work to enroll those who are moving into the district from other schools in the state, in the country, and from across the globe. In the spring, the district begins the school registration and assignment process for 5th graders selecting a middle school and incoming kindergarteners are enrolled for the fall as well as Barrett School kindergarten students who will be moving onto 1<sup>st</sup> grade.

Great care is taken in providing assignments, and more than 90 percent of families who submit completed registration packets or transfers receive their first choice of schools. These percentages are outstanding for the number of registrations and transfers processed during the course of the school year.

The SRPIC does an excellent job of reaching out to families, to educate them about their choices and provide tours, Kindergarten Showcase events, and other information to help parents make an educated choice for their children. All documents are translated into French, Portuguese and Spanish to ensure that newcomers and their families are supported and receive detailed information in their respective languages as they register.

Research shows that parent involvement plays a major role in students' achievement and success: they succeed academically; they have better attendance; they show proper behavior; they exhibit better social skills; and they aspire to higher education. Parents are our partners in education and the Brockton Public Schools strive to give parents the tools they need to assist their children as they learn and grow. The Parent Engagement Program offers a variety of exciting activities for parents by providing free professional development and informational workshops in addition to a variety of family activity nights. The program is valued by parents, children, educators, and community members, whose annual input help shape the topics offered. The Parent Engagement Program joins forces with parents, students and others about communication, student learning, parenting, school decision making, volunteering and works together with the community.

This year, the SRPIC offers its employees the opportunity to practice Yoga stretches and lap walking during lunch/break time to help support wellness and increase productivity.

We are proud to have a highly qualified and diverse staff with an aim at representing the cultural and linguistic make-up of the City of Brockton which speaks a variety of languages.

High School	
Brockton High School	4,242
Champion High School	128
Edison Academy	328
	<b>4,698</b>
Earlychildhood	
BarrettRussell	234
Gilmore	351
	<b>585</b>
ElementarySchool	
Angelo	900
Arnone	795
Baker	762
Brookfield	647
Downey	662
George	891
Hancock	663
Huntington	563
Kennedy	609
Raymond	871
	<b>7,363</b>
K-8 School	
Davis	1,047
	<b>1,047</b>
Middle Schools	
Ashfield	497
East	548
North	560
PlouffeAcademy	694
South	508
West	620
	<b>3,427</b>
Alternative	
Goddard	54
FDA	87
Gateway to College	42
Outside Placement	105
Services Only	30
DYS Incarcerated	11
	<b>329</b>
<b>Total Enrollment</b>	<b>17,449</b>

# Department of Technology Services

The Technology Services Department has been hard at work to increase internet bandwidth and device availability to accommodate the growth in online assessments, digital curriculum, and online high stakes testing. Approximately 3,500 more student devices were deployed to complement the most recent deployment of 5,000 student devices. Along with mobile devices, new classroom printers, interactive projectors, and document cameras are being added as funding becomes available. The Tech Services Department continues to work with the Instructional Tech Department on various grants adding even more devices into the classroom. They are also both working together to advance the adoption of Microsoft 365 in the classroom allowing improved means of collaboration between teachers, students and parents.



2016-2017 Successes	2016-2017 Challenges
<ul style="list-style-type: none"> <li>• Distributed approximately 3,500 student tablets district-wide. This will increase device availability to accommodate the continuing growth in digital curriculum initiatives as well as online assessments and testing.</li> <li>• Working with the Instructional Tech Department, we are completing the high school pilot of MS 365 and now looking to move into the middle schools.</li> <li>• Expanded MCAS online testing from 5 schools to 13 this year. Last year we prepped ~1,000 devices for testing. This year we are prepping ~6,000 devices.</li> <li>• A joint venture between the City and the School Department to provide and support a Public Safety Network. The PSN utilizes the Municipal Fiber Network to facilitate connectivity and communication of critical safety systems between the City and the BPS.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Student Devices.</b> With almost 9,000 student tablets recently deployed we are approximately half way to a district-wide 1:1 device to student ratio. <b>We need to secure funding for at least an additional 5,000 student tablets to accommodate the growing demand for devices due to digital curriculum and online assessments and testing.</b></li> <li>• <b>Tech Support.</b> In 2004 we were supporting ~3,000 devices with 13 IT staff. In 2017 we are supporting ~15,000 devices with 15 IT staff. With the growth in technology comes the increased demand for support and services. Additional staff are needed in the following areas: 1 Network Support Tech and 1 Technician.</li> </ul>

# Financial Services

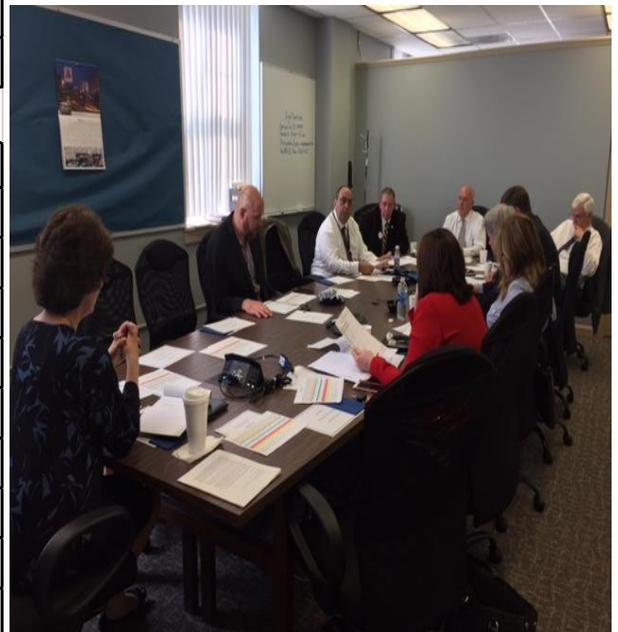
The Financial Services Department oversees the Fiscal 2017 \$175.3 million City Council-approved Brockton Public Schools budget for education and transportation. The office has worked collaboratively with the Superintendent and School Committee in prioritizing spending practices within the confines of the budget and managing contracts and expenditures.

The Fiscal 2018 Local Funded School Education Budget request is \$9.6 million more than Fiscal 2017. This is due to rising labor, health and charter school costs; however, this increase actually reflects a level services budget. In Fiscal 2017, the New Heights Charter School opened in Brockton, enrolling 230 students, taking \$2.7 million in revenues from Brockton Public Schools and will increase its enrollment by 105 seats per year until it reaches its charter limit of 735 seats.

The Chief Budget Officer and Superintendent have been advocating relentlessly for a change in the State’s Chapter 70 Aid to education funding formula. Testifying before a legislative study committee at hearings across the Commonwealth, the Chief Budget Officer and Superintendent have argued cash-strapped Gateway Cities like Brockton are in need of more support, as they service a student body with greater needs. Further, the State’s use of October 1 enrollment data for per pupil reimbursements in the following school year hinders districts like Brockton that experience significant growth.

For example, Brockton’s October 1, 2015 enrollment was 17,674. The June 1, 2016, enrollment is up by 219 additional students. The district will not be reimbursed for those additional 219 students until Fiscal 2018; a cost of approximately \$2.5 million that the district will have to bear.

<b>Staffing Cuts</b>	
Elimination of Certified teaching Positions	\$ 5,480,000
Elimination of Administration	\$ 1,000,000
Elimination of Paraprofessionals	\$ 2,350,000
Elimination of MTA's	\$ 525,000
Elimination of Administrative Assistants	\$ 225,000
Elimination of Custodians	\$ 275,000
Elimination of Other Positions	\$ 70,000
<b>Programmatic Cuts</b>	
Reduction - School Supplies and Materials	\$ 250,475
Intramurals - Eliminate all Grade Levels	\$ 137,000
Eliminate Athletic Equipment Purchasing & Repair	\$ 87,000
Eliminate Middle School Activities	\$ 109,865
Reductions in Electrical Services	\$ 100,000
Gateway to College Program Reduction	\$ 448,470
Reduction in Curriculum Programs	\$ 1,051,000
Reductions in Technology Hardware/Software	\$ Millions \$
All Other Reductions	\$ 3,891,190



**BROCKTON PUBLIC SCHOOLS**  
**FY18 School Department Budget Analysis**

**Net School Spending**

	<u><b>FY17</b></u>	<u><b>FY18</b></u>
<b>Chapter 70</b>	\$170,394,408	\$171,370,758
<b>City Contribution</b>	\$40,436,538	\$42,268,830
<b>Foundation Budget</b>	<u><b>\$210,830,946</b></u>	<b>\$213,639,588</b>
<b>City Appropriation</b>	\$167,396,656	\$161,000,000

**FY18 BUDGET CRISIS**

***Fixed Cost Increases***

<i>Net School Spending:</i>	Collective Bargaining Increases	\$5,150,000
<i>Net School Spending:</i>	Employee Step raises and other contractual increases	\$3,500,000
<i>Net School Spending:</i>	Employer Health Insurance <i>(reported on Schedule 19)</i>	\$450,000
<i>Net School Spending:</i>	Retiree Health Insurance <i>(reported on Schedule 19)</i>	\$1,300,000
<i>Net School Spending:</i>	Replace SPED Out-of-District costs	<u>\$1,300,000</u>

**Total Increased Expenses                    \$11,700,000**

***Lost Revenues***

<i>Net School Spending:</i>	Charter School Tuitions <i>(reported on Schedule 19)</i>	<u>\$4,300,000</u>
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**Total Lost Revenue                            \$4,300,000**

**TOTAL BUDGET GAP                            \$16,000,000**

## BROCKTON PUBLIC SCHOOLS

### FY18 School Department Budget Analysis

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# Community Schools



Brockton Community Schools was founded in 1970 to provide community education, enrichment and recreation opportunities to children and adults. It has grown and evolved to serve thousands in a wide variety of programs, from basketball leagues to cooking courses, English as a Second Language and woodworking to Driver's Ed, yoga and aquatics. Community Schools also provides highly successful before- and after-school child care, offering safe spaces and caring adults throughout the year. Community Schools oversees four major areas: academic support and enrichment, continuing education and ESL services, summer programming and community recreation.

2016-2017 Successes	2016-2017 Challenges
<ul style="list-style-type: none"> <li>• Smart Start Extended Day has grown to capacity in 12 schools throughout the district with 1,350+ students and families served.</li> <li>• Adult Learning Center is celebrating the 101<sup>th</sup> birthday of the Paine School, bringing together students, faculty and families.</li> <li>• 21<sup>st</sup> Century grants provided afterschool programs in 4 elementary schools and Extended Learning Time funds for the Raymond. The elementary Power Scholars program resulted in a 2.5 month gain in literacy and a 1 month gain in math skills.</li> <li>• BHS Driver's Ed serves many student drivers.</li> <li>• Community Schools Basketball provided over 500 students with athletic and sportsmanship skills, competitive games and clinics from November through March.</li> <li>• Students were provided scholarships to various programs throughout the school year and summer, from a variety of sources.</li> <li>• All students in all school time programs receive a nutritious snack from Chartwells.</li> </ul>	<ul style="list-style-type: none"> <li>• Funding decreases in both local and grant sources meant a decrease in afterschool programs throughout the district.</li> <li>• Adult Learning Center has a waiting list of over 1,200 adults looking to improve their English, Reading, Math and Career skills.</li> <li>• Loss of local match and grant dollars for summer programming will greatly affect the number of students enrolled.</li> <li>• Need for increased funding through grants and local money for programs.</li> <li>• Community Schools has experienced decreased enrollments in Adult Enrichment. New classes are being created to rejuvenate the program.</li> </ul>

## COMMUNITY SCHOOL STAFFING

	Supervisor	Non BEA Supervisor	Teacher	MTA	Para	College	HS	Admin Asst.	Other
<i>CS Office</i>	3							4 FT/2PT	1
<i>Extended Day</i>	33	3	112	85	83	46	3		3
<i>BARC After School</i>		1	5		7				
<i>21st Century</i>	7		47	3	6	1	1		
<i>Adult Aquatics</i>			1	1					
<i>Adult Enrichment</i>			7						
<i>Driver Education</i>	2		10						
<i>Expressway to English</i>			1						
<i>Youth Aquatics/SNAP</i>	1		1			13	18		4
<i>Adult Learning Center</i>	3		25						
<b>Total</b>	<b>53</b>	<b>5</b>	<b>165</b>	<b>71</b>	<b>88</b>	<b>59</b>	<b>7</b>	<b>6</b>	<b>3</b>

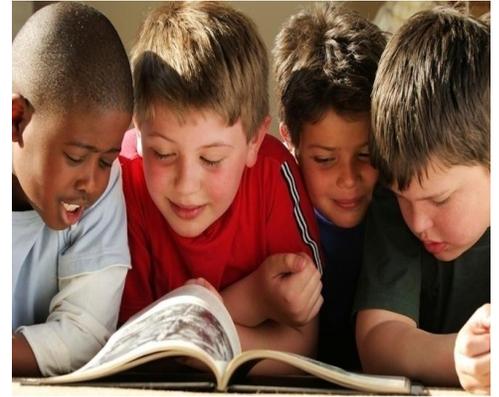
# Grants Office

## Grants Office Mission

The mission of the Brockton Public Schools Grants Office is to procure federal, state and private grant resources to support teaching and learning that ensures all students a quality education that will effectively prepare them for college and career in a dynamic global economy.

## Grants Office Goals

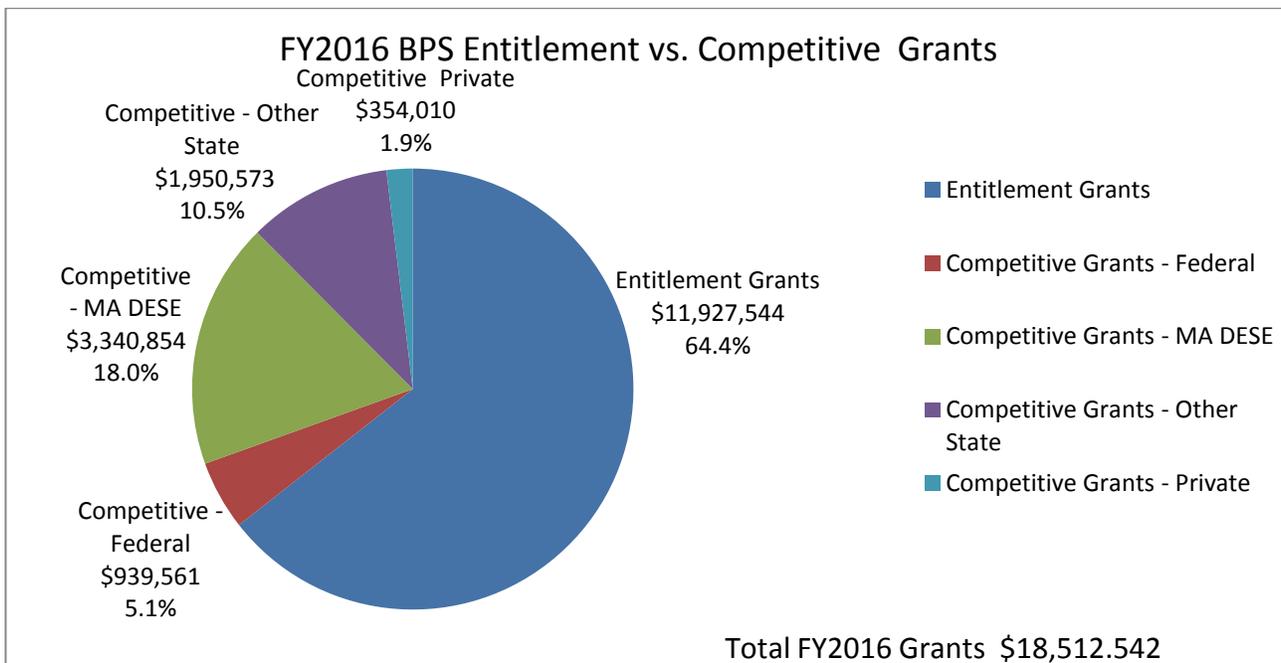
- Ensure grant proposals comply with district policies and procedures, including, approval by the BPS School Committee.
- Align grant/resource development with the district Strategic Plan and School Improvement Plans.
- Provide a central clearinghouse and a central file repository for all Brockton Public Schools grants.
- Assist BPS teaching staff and administrators with:
  - Grant research to identify aligned funding sources.
  - Grant proposal design and development.
  - Grant writing, editing and technical assistance.
- Provide Quality Assurance to ensure accuracy, effectiveness, timeliness and competitive presentation of district grant proposals to prospective funding agencies.
- Ensure compliance with public and private grant funding agencies, including program management, monitoring and evaluation; programmatic and fiscal reporting guidelines.



## Grants Office Objectives

### Objective 1:

Increase competitive, discretionary grants - work with district administrators and teaching staff to research, identify and prepare effective, competitive grant proposals to local, state, federal, corporate and private foundation grant sources to support BPS teaching and learning.



### **Objective 1 (continued):**

Establish corporate and foundation partnerships - cultivate corporate and private foundation donors via:

- Brockton Education Foundation 501(c)(3)
- BPS Strategic Plan
- Brockton School Committee

### **Objective 2:**

Communicate resources and technical assistance offered by the Grants Office.

- Grant Writing Workshop(s) for BPS teachers and administrators.
- Building-Based Resource Development Teams – support BPS building-level grant writing teams by providing guidance and technical assistance/support in grant research, proposal development and submission.

### **Objective 3:**

Promote awareness of Grants Office services, technical assistance, and resources.

- Post regular updates to Grants Office web page:  
<http://www.brocktonpublicschools.com/page.cfm?p=1462>,
- Distribute grant opportunities, education articles, white papers, etc.
- Maintain and update grants database
- Conduct district grants needs assessment survey
- Provide technical assistance and support for grant managers
  - MUNIS grant set up and reporting
  - MA DESE budget amendments and final reports
  - MA DESE Online Payment and Financial Reporting System; EdGrants, USED System of Award Management.



### **Successes**

- FY2016: \$6,584,998 in competitive grants from federal, state and private sources (see chart above)
- Sprint 1Million Pilot Program - 500 mobile devices with 4 years free internet access for low-income Brockton High School students to close the “Homework Gap.”

### **Challenges**

Dynamics of political climate and impact on education policy, including federal and state grant budget reductions.

### **FY2017-18 Grants Forecast**

- Sprint 1Million (Full) Program (5 years/2,000 mobile devices with 4 years internet access for low-income Brockton High School students to close Homework Gap) – Award TBA April 30
- Corporation for National and Community Service (CNCS) /MA Service Alliance – AmeriCorps VISTA Grant (3 years/2 VISTA volunteers to build capacity of district Grants Office and Communications Office) **APPROVED**
- CNCS/MA Service Alliance - AmeriCorps Grant (3 years/20+ Direct Service AmeriCorps Volunteers to address early literacy)
- United States Department of Education Education, Innovation, and Research Grant (5 years/\$4 million - BHS STEM/Aviation Career Education Pathway (cohort model)
- United States Department of Education Innovative Approaches to Literacy Grant (2 years/\$780,869 – Improve literacy skills birth – grade 12)

## Grants:

LEP Summer Support		\$19,563	
21st Century Community Learning Center		\$92,151	
Summer Academic Support		\$15,952	
Adult Education Learning Center		\$620,986	
McKinney Homeless Grant		\$3,333	
Title I Allocation		\$5,395,315	
Adolescent Health and Success		\$5,100	
Occupational Education-Vocational Skills		\$105,901	
McKinney Homeless		\$40,000	
LEP Support		\$587,139	
Implementation-Expanded Learning Time		\$604,960	
SPED Program Improvement		\$128,518	
Academic Support Services		\$72,500	
21st Century Community Learning Centers (CLC)		\$89,792	
21st Century CLC		\$50,000	
21st Century CLC		\$387,000	
After School Programs (ASOST)		\$20,000	
Kindergarten Enhancement Program		\$486,798	
SPED 94-142 Allocation		\$4,348,630	
Support/Underperforming Districts		\$8,045	
Title I School Support		\$48,044	
Class 2003 Support		\$40,000	
LEP Support		\$105,815	
Title III Immigration Support		\$22,374	
Nutrition Equipment High Need		\$20,000	
SPED Program Improvement		\$5,000	
Supplemental Support		\$11,365	
SPED/21st Century Enhanced		\$9,726	
21st Century Community Learning		\$89,239	
Teen Dating Violence Prevention		\$10,000	
FLNE Grant - Improve. Graduation Rates		\$3,000	
Summer Meals Expansion		\$18,300	
Title II		\$1,248,127	
Youth Career Connect		\$364,325	
Gateway Cities - Bilingual		\$268,500	
Connecting Activities		\$10,000	
CCFCE		\$163,500	
Summer of Work and Learn		\$78,068	

MA Skills Capital		\$336,596
Preschool Planning		\$40,000
Carol White		\$506,493
MA Rehab		\$11,239
Project Aware		\$60,686
Alternative Education Pathways		\$11,365
Title III Carryover		\$105,815
Inclusive Preschool		\$521,747
EC Special Ed Allocation		\$103,966
Essential Health Services		255,300
Referral To Treatment		\$27,420
BAWIB - ALC		\$63,463
Project Grads		\$341,650
MA Cultural		\$7,376
Credit for Life		\$2,500
Private Grants		\$746,485

\$18,739,167

# Brockton Public Schools Food Service Department

The Food Service Department is managed by Chartwells K-12. We serve more than 10,000 breakfasts each school day along with more than 13,500 lunches daily. We also provide catering services throughout the district, from a simple continental breakfast to a complete dinner buffet.

We have a staff of 171 dedicated food service professionals out at the schools preparing meals each day, along with three Food Service Directors, an Executive Chef, a Registered Dietitian and a Resident District Manager on site to manage the day-to-day operation.

## District Challenges:

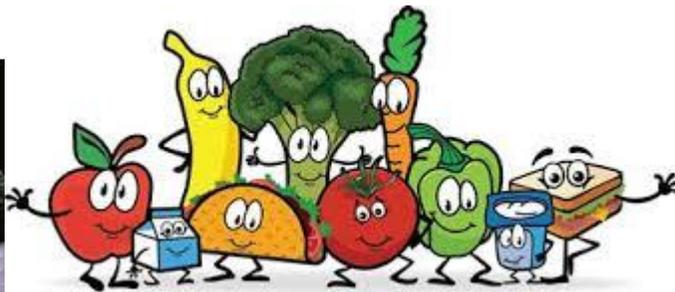
The department's biggest challenge is keeping up with new, ever-changing state and federal regulations. Over the last several years, the National School Lunch Program has implemented new regulations in both school breakfast and lunch program.

## Brockton Public Schools awarded Community Eligibility Provision in school year 2016-2017



The Community Eligibility Provision (CEP) provides an opportunity for schools to provide free breakfast and lunch to all students without the process of collecting and processing school meal application for free and reduced priced meals. The community Eligibility Provision was a key provision of the Healthy, Hunger-Free Kids Act of 2010. Eligible schools may elect to continue CEP in four-year cycles.

## Fresh Fruit & Vegetable Program



In school year 2016, the food service department was awarded \$126,750 from the DESE for a Fresh Fruit and Vegetable Grant. The grant provides free fresh fruits and vegetables to participating elementary schools during the school year. We have three schools participating in the program this school year (George, Downey and Arnone). The students enjoy different varieties of fruits and vegetables three times a week. Carts are delivered to the hallways three afternoons per week. Once the carts arrive, students are welcome to leave their classes to grab a piece of fresh fruit or raw vegetables and then return to class to enjoy the daily offerings.



Chartwells believes that healthy food options should be available to all children. The Chefs 2 Schools program educates and will expose students to all types of foods that will lead to an improved healthier lifestyle. Chefs have a unique ability to deliver healthy nutrition messages in a fun and appealing way to children by creating healthy dishes that taste good. The Chefs 2 Schools program incorporates a range of food promotions and nutritional classroom activities including local farm events, hands-on cooking classes, family food and fun nights, and youth advisory committee discussions on wellness. Under the Chefs 2 Schools program, our chef will visit three different schools each month, demonstrating healthy meals and helping to educate students about sound eating habits and food preparation. Our chef will interact with the host school in a variety of ways, such as planning and preparing a healthy meal that meets the necessary standards to be featured on the school menu, and hosting food demonstrations highlighting local produce and good nutrition such as whole grains, fruits, salads, vegetables and low-fat dips.



**The way we access our school menus is changing in an exciting new way.**

Brockton Public Schools is now using Nutrislice to publish the school menus to a new interactive website and a free smartphone app! Now our school community can access our menus anywhere, anytime.

New easy-to-use features include:

- More information about menu items, including a photo and description
  - Filter for common food allergens like nuts, wheat and dairy
- A translation feature to translate your menus into a number of different languages
  - Access to nutrition information like carb counts and calories with just a few clicks.



**Brockton High School**  
 470 Forest Avenue  
 Brockton, MA 02301  
 (508) 580-7633  
 Principal: Sharon Wolder



**Champion High School at the Keith Center**  
 175 Warren Avenue  
 Brockton, MA 02301  
 (508) 894-4377  
 Principal: Cynthia Burns



**Ashfield Middle School**  
 225 Coe Road  
 Brockton, MA 02302  
 (508) 580-7268  
 Principal: Barbara Lovell, Ed.D.



**East Middle School**  
 464 Centre Street  
 Brockton, MA 02302  
 (508) 580-7371  
 Principal: Kelly Silva, Ed.D.



**North Middle School**  
 108 Oak Street  
 Brockton, MA 02301  
 (508) 580-7371  
 Principal: Sean Ahern



**Plouffe Academy**  
 250 Crescent Street  
 Brockton, MA 02302  
 (508) 894-4301  
 Principal: Michelle Nessralla



**South Middle School**  
 105 Keith Avenue Extension  
 Brockton, MA 02301  
 (508) 580-7311  
 Interim Principal: Diane Lynch



**West Middle School**  
 271 West Street  
 Brockton, MA 02301  
 (508) 580-7381  
 Principal: Clifford Murray, Ed.D.



**Frederick Douglass Academy at the Keith Center**  
 175 Warren Avenue  
 Brockton, MA 02301  
 (508) 580-7033  
 Principal: Cynthia Burns



**Goddard Alternative School**  
 60 Union Street  
 Brockton, MA 02301  
 (508) 580-7203  
 Principal: John Lander



**Thomas Edison Academy at Brockton High School**  
 470 Forest Avenue  
 Brockton, MA 02301  
 (508) 580-7633  
 Principal: James Cobbs, Ph.D.



**Barrett Russell School**  
 45 Oakdale Street  
 Brockton, MA 02301  
 (508) 894-4418  
 Principal: Joanne Camillo



**Louis F. Angelo School**  
 472 North Main Street  
 Brockton, MA 02301  
 (508) 894-4501  
 Principal: Márcia Andrade-Serpa



**Dr. William Arnone School**  
 135 Belmont Street  
 Brockton, MA 02301  
 (508) 894-4440  
 Principal: Colleen Proudler



**Mary E. Baker School**  
 45 Quincy Street  
 Brockton, MA 02302  
 (508) 894-4427  
 Principal: Valerie Brower



**Brookfield School**  
 135 Jon Drive  
 Brockton, MA 02302  
 (508) 580-7257  
 Principal: Marguerite Masson



**Edgar B. Davis K-8 School**  
 130 Plain Street  
 Brockton, MA 02302  
 (508) 580-7360  
 Principal: Darlene Campbell



**Joseph Downey School**  
 55 Electric Avenue  
 Brockton, MA 02302  
 (508) 580-7221  
 Interim Principal: John Kelly



**Manthala George, Jr. School**  
 180 Colonel Bell Drive  
 Brockton, MA 02301  
 (508) 580-7913  
 Principal: Natalie Pohl



**Hancock School**  
 125 Pearl Street  
 Brockton, MA 02301  
 (508) 580-7252  
 Principal: Stephen Shaw



**Huntington School**  
 1121 Warren Avenue  
 Brockton, MA 02301  
 (508) 580-7235  
 Principal: Marybeth O'Brien



**John F. Kennedy School**  
 900 Ash Street  
 Brockton, MA 02301  
 (508) 580-7278  
 Principal: Brian Rogan



**Oscar Raymond K-5 School**  
 125 Oak Street  
 Brockton, MA 02301  
 (508) 580-7364  
 Principal: Carol McGrath



**Gilmore Early Childhood Center**  
 150 Clinton Street  
 Brockton, MA 02302  
 (508) 580-7685  
 Principal: June Saba-Maguire



**School Registration/  
 Parent Information Center**  
 60 Crescent Street  
 Brockton, MA 02301  
 (508) 580-7950  
 Coor. Soraya DeBarros, Ph.D.



**Adult Learning Center**  
 211 Crescent Street  
 Brockton, MA 02302  
 (508) 580-7475  
 Coordinator: Kathleen Quinn