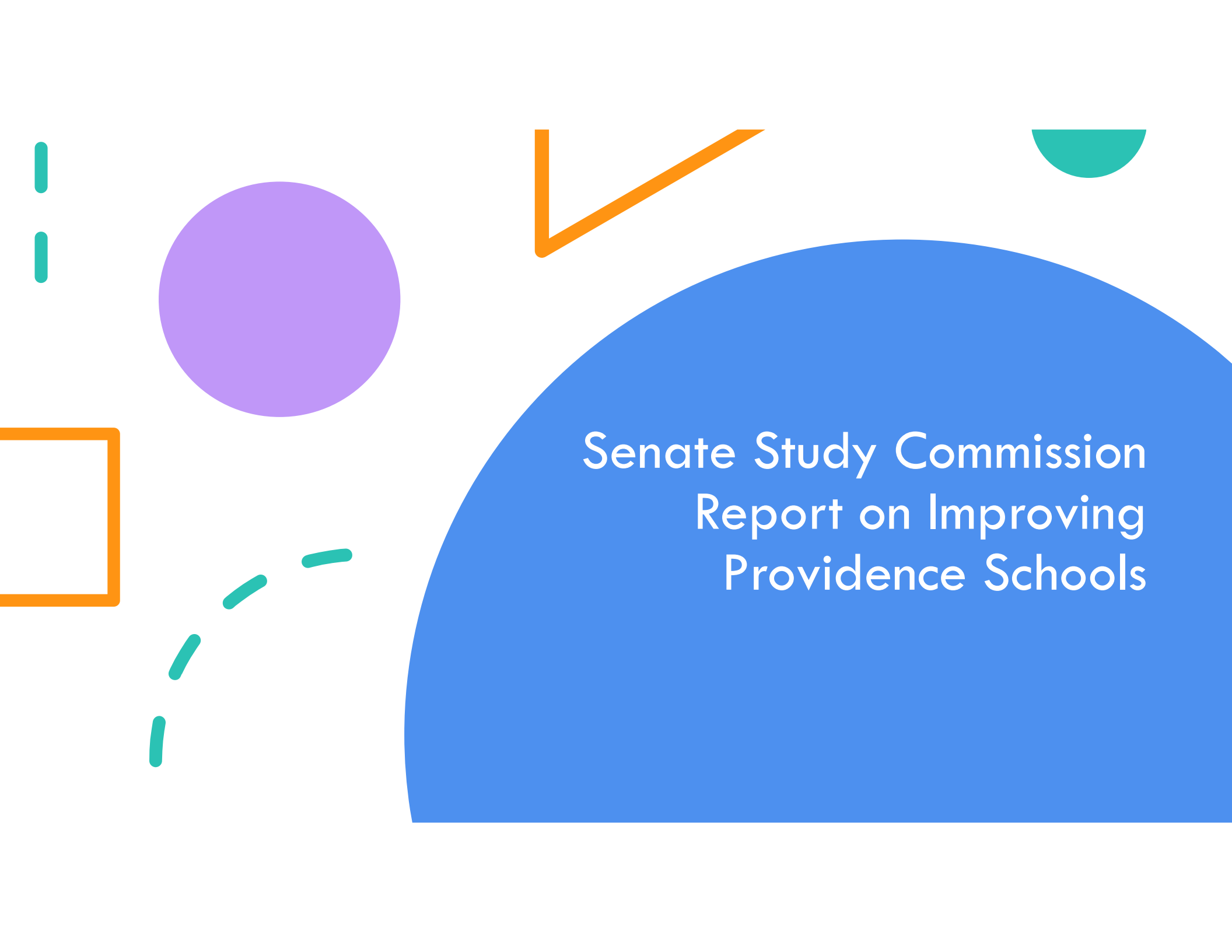


The background features several abstract geometric elements: a large blue semi-circle on the right side; a purple circle in the upper left; an orange L-shaped line and a teal semi-circle in the upper center and right; a teal dashed line in the lower left; and an orange square outline on the left edge.

Senate Study Commission Report on Improving Providence Schools



About the Commission



Membership

Charge

Who Testified



Commission Members

Senator Samuel D. Zurier – *Chair*

Senator Meghan Kallman – *Senate Appointee*

Senator Jessica de la Cruz – *Senate Appointee*

Zachary Scott – *Providence Public Schools*

Lisa Odom-Villella – *RI Dept. of Education*

Thomas Kerr-Vanderslice – *City of Providence*

Erlin Rogel – *Providence Public School Board*

Wobberson Torchon – *Principal, Mt. Pleasant High School*

Jeremy Sencer – *RI Federation of Teachers*

Nirva LaFortune – *PPSD Parent*

Marcus Tremblay – *Student, Classical High School*

Susan Lusi – *Ex Officio Member*

Steve Smith – *Ex Officio Member*



The Commission's Charge & Its Importance

- Review the professional standards and the labor-management relationship for employees of the Providence Public Schools, particularly as defined by State law; and
- Develop recommendations that promote a rewarding professional environment and great school-based flexibility and accountability for the district's professional educators.

*This is important because high quality educators, working together,
create powerful student learning.*



People Who Testified (in order of appearance)

Jo Anderson Jr. – *Founder, Consortium for Educational Change*

Heather Peske – *President, National Council on Teacher Quality*

Nancy Mullen – *Retired Principal (Providence and Massachusetts)*

Paul Reville – *Founding Director, Harvard University Education Redesign Lab*

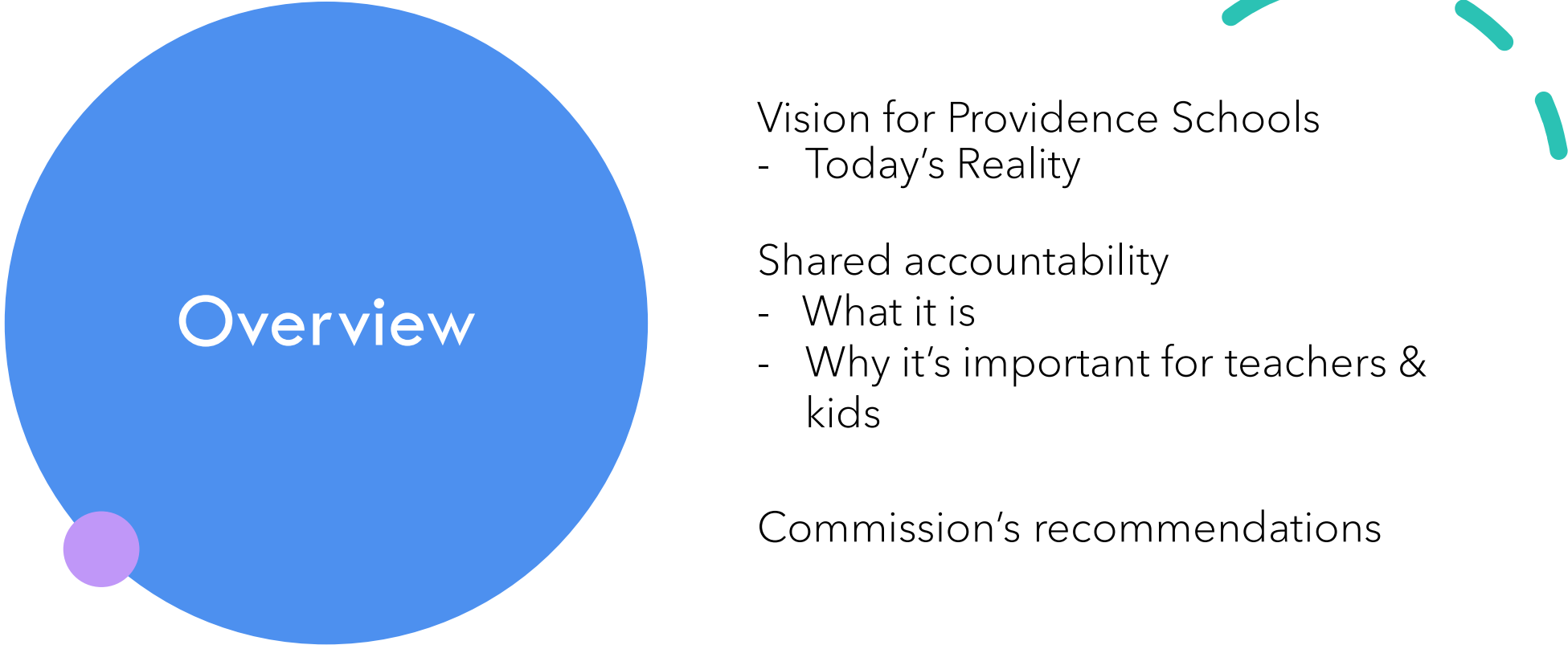
Evan Stone – *Co-Founder, Educators for Excellence*

John Papay – *Director, Brown University Annenberg Institute for School Reform*

Peter McWalters – *Former Commissioner, RI Department of Education*

Andres Alonso – *Former Harvard University Professor of Practice and CEO of Baltimore Public Schools*

Saul Rubinstein – *Director, Rutgers University Collaborative School Leadership Initiative*



Overview

Vision for Providence Schools
- Today's Reality

Shared accountability

- What it is
- Why it's important for teachers & kids

Commission's recommendations



The Vision: Shared Accountability

- 
- Excellent education for every student
 - Schools that attract and retain high quality, diverse teachers and other educators
 - Educators who work together to educate students well
 - Teachers have meaningful participation in decision-making
 - Teachers are responsible for maintaining high standards within the profession

Shared Accountability is Crucial for Kids

Teachers working together improves student learning

- Share best practices and data
- Offer informed insights
- Learning from one another

Every teacher needs to be good; but research shows that good teachers, working together, help students learn even more





How do we get
there in Providence?

Commission Recommendations

1. Negotiate a teachers' contract that requires shared accountability
2. Provide support and training
3. Amend state law to remove legislative barriers
4. Hold administrators accountable for collaborative decision-making



A Very Different Teachers' Contract – Look For:

- Decision-making at the school level and an approach to putting it in place, e.g., teacher leadership teams
- School-level accountability for continuous improvement – developing and acting on a plan in each school
- School-level control of professional development
- Differentiated teacher responsibilities and resulting compensation
- Shared accountability for supporting teachers who aren't performing and dismissing those who don't improve after support with expedited dismissal



A Promising Example – The Springfield Empowerment Zone Partnership

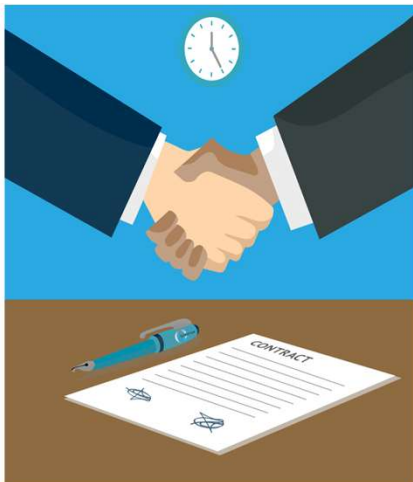


Contract Highlights:

- Joint commitment to collaboration
- School based shared decision-making through teacher leadership teams
- Streamlined dispute resolution and due process
- Best qualified staff chosen from internal and external candidates
- Reduced emphasis on seniority in teacher assignment and lay-offs
- Career ladder



A Promising Example – The Springfield Empowerment Zone Partnership



Results:

- +160% school leaders of color and +54% teachers of color over 5 years
- +40% high school graduation rate 2017-21
- In 2020-21:
 - 9 of 12 schools decreased suspensions
 - 10 of 12 increased attendance
 - 10 of 12 decreased chronic absenteeism
- 69% of parents wouldn't change their student's school
- 96% of teachers ratified most recent contract



Support and Training

- Collaboration and best practice
- Collaborative dispute resolution
- Time for planning, collaboration and professional development
- Time for working with families and community





Amend State Law

Law	In order to:
Constitutional Amendment	Create legally enforceable right to education
RIGL 16-13-6 (specific to Providence)	Base teacher lay-offs on criteria in addition to seniority
RIGL 16-13-4 (specific to Providence)	Expedite due process when union and management agree performance is unacceptable
RIGL 16-7-29 (specific to Providence)	Allow negotiation of a career ladder that rewards teachers for taking on additional responsibilities
RIGL 16-7.1-5 (Crowley Act)	Permit State to require action if changes aren't made through negotiations

Hold Administrators Accountable for Collaborative Decision-Making

- Provide training and mentoring in collaborative decision-making for building and district administrators
- Prioritize collaborative skills and behaviors in administrator evaluations
- Prioritize supporting site-based management in district administrator evaluations



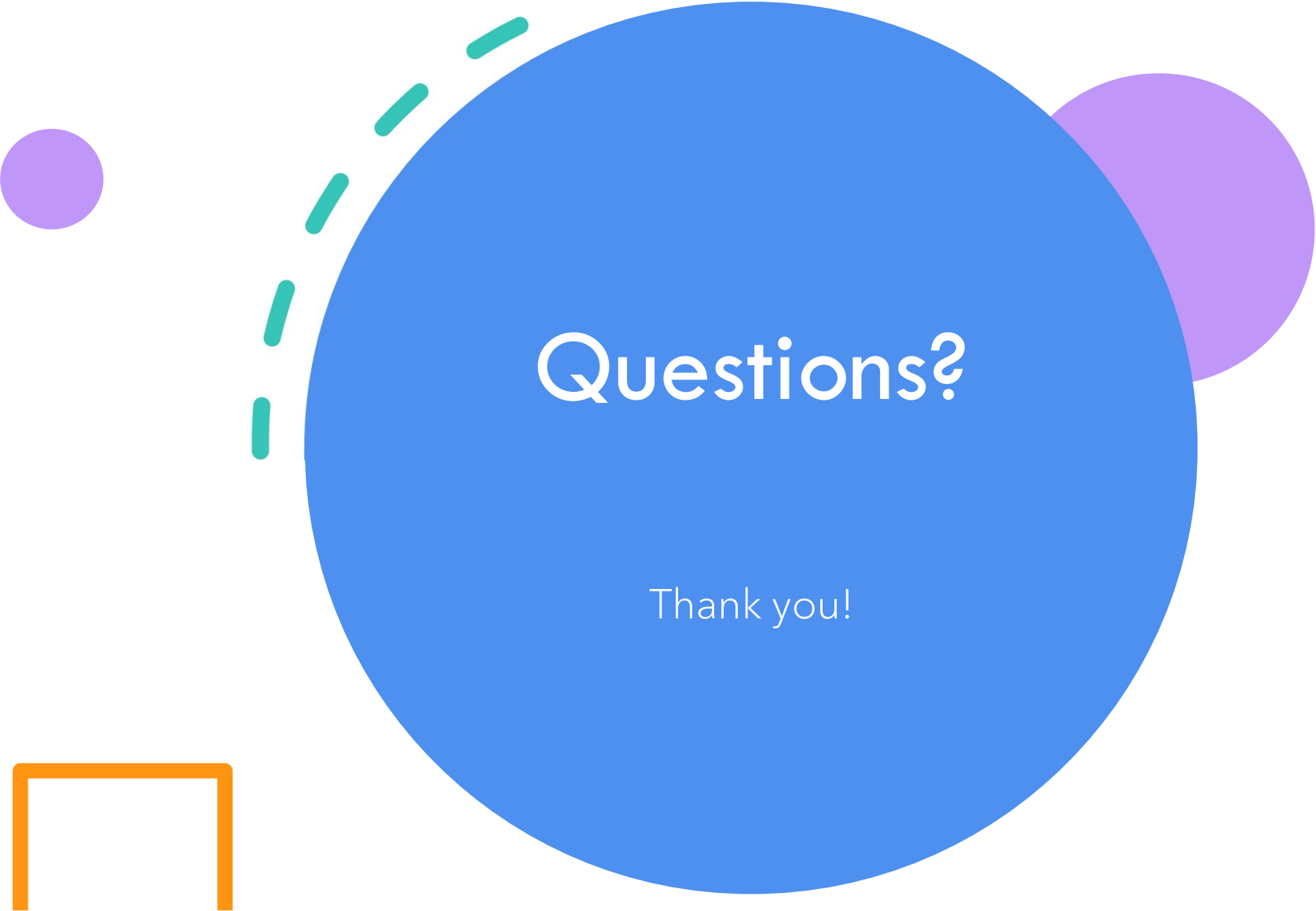
Today's System Does Not Serve All Students



The system was never set up to serve all kids. It has very, very, reliably serviced about 30% - no matter what we do - and about 40% get through it - and about 30% don't do very well. And [that percentage rises to] 50% if you're [in] a targeted population. And that is not a new number. . . . We've been doing that consistently, and we are still doing that.

Peter McWalters, Former Commissioner of Rhode Island

Every adult in Rhode Island owes it to Providence students to change this.



Questions?

Thank you!