Student Opportunity Act Plan

Peabody

# Commitment 1: Focusing on Student Subgroups

*Student subgroups requiring focused support to ensure all students achieve at high levels in school and are successfully prepared for life.*

* First language not English students
* English learners and former English learners
* Students with disabilities
* Low income/economically disadvantaged students

*The rationale for selecting these student subgroups.*

In Peabody, students with disabilities, English Learners, Former English Learners and low-income students have historically demonstrated lower achievement and growth scores on state assessments. Additionally, English Learners are particularly vulnerable for chronic absenteeism and limited access to higher level courses at the middle and high school levels.

**Commitment 2: Using Evidence-Based Programs to Close Gaps**

## Focus Area 1: Increased personnel and services to support holistic student needs (C and/or D)

Partnering with Endicott College, Peabody Public Schools will employee 11 Teacher Fellows that will serve as support personnel in elementary schools both in the general education classrooms as well as providing reading and math interventions to small groups. Additionally, Peabody would like to add one library tutor at each elementary school to provide students with additional literacy time during the school day. We would also like to increase the number of guidance counselors and social workers throughout the district to address holistic needs including mental health.

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|  | **FY21 budget item** | **Amount: enter number, do not use the $ character** | **Foundation Category** |
| **1** | **Endicott Fellows** | **206844** | **Other Teaching Services** |
| **2** | **Library Tutors (8)** | **112000** | **Other Teaching Services** |
| **3** | **Guidance and Social Workers** | **350000** | **Classroom & Specialist Teachers** |
| **4** | **Benefits** | **100000** | **Employee Benefits/Fixed Charges** |

## Focus Area 2: Research-based early literacy programs in pre-kindergarten and early elementary grades (E, F, and G)

Peabody Public Schools would like to hire an Early Childhood Director to coordinate early literacy programs pre-K to 5. Additionally, we would like to partner with Renaissance for an assessment platform and supplemental materials. Teacher professional development will be provided to implement research-based practices and assessments to inform further instruction.

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|  | **FY21 budget item** | **Amount (enter number, do not use the $ character)** | **Foundation Category** |
| **1** | **Early Childhood Director** | **90,000** | **Administration** |
| **2** | **Benefits** | **20,000** | **Employee Benefits/Fixed Charges** |
| **3** | **Renaissance assessments and resources** | **75,000** | **Instructional Materials, Equipment, and Technology** |
| **4** | **Professional Development** | **25,000** | **Professional Development** |

## Focus Area 3: Increased staffing to expand student access to arts, athletics, and enrichment, and strategic scheduling to enable common planning time for teachers (B and D)

Peabody would like to provide additional teaching positions across the K-12 schools to increase access to the arts, athletics, and enrichment. At the elementary level, this would allow for additional teacher time for common planning.

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|  | **FY21 budget item** | **Amount (enter number, do not use the $ character)** | **Foundation Category** |
| **1** | **Specialist Teachers** | **200000** | **Classroom & Specialist Teachers** |
| **2** | **Benefits** | **20000** | **Employee Benefits/Fixed Charges** |

**Commitment 3: Monitoring Success with Outcome Metrics and Targets**

*Outcome metrics that will be used to measure progress in closing gaps for selected student groups.*

* Student Achievement: English language arts (ELA) achievement as measured by average scaled scores on MCAS
* Student Achievement: Mathematics achievement as measured by average scaled scores on MCAS
* Student Growth: ELA mean student growth percentile (SGP)
* Student Growth: Mathematics mean student growth percentile (SGP)

**Commitment 4: Engaging All Families**

*District plans for ensuring that all families, particularly those representing identified student subgroups most in need of support, have access to meaningful engagement regarding their students’ needs.*

Peabody will look to increase parent communication and family engagement especially for those families whose first language is not English.

**Certifications**

*Certification that stakeholders were engaged in accordance with the Student Opportunity Act.*

Community meeting held on March 5, 2020.

*Certification that School Committee has voted (or is expected to vote on the district’s Student Opportunity Act Plan.*

Date of Approval: 03/10/2020