



Major District ACCOMPLISHMENTS 2015 - 2020



Putting Children and Families First to Ensure High Academic Achievement for ALL



reimagine teaching



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Buffalo Public Schools



BeThere Mentoring Initiative



BUFFALO STATE The State University of New York

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POLICY & GOVERNANCE

- ◆ On August 24th, 2015, Buffalo Board of Education members unanimously voted to appoint Dr. Kriner Cash, a nationally recognized leader in urban education reform, to serve as Superintendent of Buffalo Public Schools.
- ◆ Board of Education approved The New Education Bargain (NEB) in 2016, now referred to as The Education Bargain going forward, to guide District reform and to transform the culture and performance of the Buffalo Public Schools.
- ◆ Superintendent and Board Clerk designed and developed a rigorous two-part evaluation tool - the Superintendent's Performance Goals, Objectives, and Narrative to guide and assess the performance of the Superintendent and the progress of the District.
- ◆ Michael Casserly, Executive Director of the Council of Great City Schools (CGCS) and a colleague, conducted an intensive two-day training for Board members in September 2018 to sharpen Board focus on student achievement and equity.
- ◆ Migrated to once monthly Board meetings and twice monthly Board Work Sessions to give staff time to prepare thorough and strategically aligned information for better Board decision making.
- ◆ Implemented electronic BoardDocs management system for more efficient Board meetings.
- ◆ Board of Education working to review, approve and adopt a comprehensive set of new and updated Board policies by June 2019.
- ◆ The Board of Education passed a resolution against the practice of indiscriminate shackling of minor children in Family Court, resulting in a new policy adopted



by Erie county's Youth Services Division.

- ◆ Office of Culturally & Linguistically Responsive Initiatives offered Disproportionality training for all Board Members.

SUPERINTENDENT'S VISION FOR BPS

A world-class education system that is rigorous for all students, where there is an effective teacher in every classroom every day, and 100% of our students graduate ready for college or career...

Further, I imagine that students graduating from BPS will accumulate wealth, lead Buffalo to being the business and cultural center of the region, and our graduates will be responsible for important innovations in the arts, science, technology, medicine, education, and business.

- Dr. Kriner Cash

LEADERSHIP

- ◆ Initiated a BPS - sponsored leadership development program - Turnaround Schools Leadership Institute (TSLI) - to develop future school and district leaders.
- ◆ Awarded the Model P-20 Principal Preparation Grant - "Equipping New School Building Leaders" in partnership with the University at Buffalo and the New York City Leadership Academy, in order to develop a cadre of diverse and talented new instructional leaders.
- ◆ Established a Principal Advisory Committee - that convenes quarterly, and as needed, with Principals and Cabinet level leaders to identify issues, problem solve, and receive feedback from Principals regarding key reform initiatives and central office support to schools.
- ◆ Meet with Executive Cabinet team members twice weekly, and established an annual two-day Executive Cabinet retreat to problem solve, review district-wide data, and assess progress on goals and priorities for each department for each academic year.

LEADERSHIP CONTINUED

- ◆ Buffalo Aspiring Leaders Academy (BALA), Buffalo Public Schools, New York City Leadership Academy and University at Buffalo are collaborating to develop an innovative high talent principal pipeline certification program to improve student outcomes for demographics unique to the children in the city of Buffalo.
- ◆ The District has been awarded a \$1 Million grant from the Bill and Melinda Gates Foundation to create a seamless student data warehouse used in collaboration with our local college partners and to provide targeted leadership training for district administrators.
- ◆ Buffalo Public Schools is one of 95 Wallace Foundation supported districts across the country working collaboratively to develop and strengthen our Principal Preparation Pipelines, so that the best trained administrators are leading our schools.
- ◆ Three former members of Superintendent Kriner Cash's Executive Cabinet have been selected to lead other New York State districts as Superintendent of Schools in the past two years.
- ◆ Buffalo Public Schools Leadership Academy (BPSLA), A program designed to support aspiring leaders who are certified, gain technical skills to prepare them to be successful in entry level administrative positions.
- ◆ Principal Coaches, every untenured Principal is supported by a successful highly trained veteran Principal who serves as a leadership coach. The Principal coaches have been intensively trained in cognitive coaching method through the New York City Leadership Academy.

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ACADEMIC ACHIEVEMENT

ACCELERATE THE ACADEMIC PERFORMANCE OF ALL STUDENTS

STRATEGIC GOALS

- ◆ **Student Achievement:**
Accelerate the academic performance of all students.
- ◆ **Accountability:**
Establish a systematic program of work for Executive Team leaders that evaluates and improves the academic, operational, and fiscal performance of the entire school district.
- ◆ **Parent and Community Engagement:**
Build and strengthen family and community partnerships to support the academic development, personal growth and responsibility of parents and students.
- Healthy Youth Development:**
Create a school and district-wide culture that listens to student input and promotes student leadership, emphasizes whole child and healthy youth development.
- ◆ **Safety & Discipline:**
Maintain a positive, safe, and respectful environment for all students and staff.
- ◆ **Diversity & Equity:**
Create a school community that is sensitive and responsive to the needs of an increasingly diverse population, and that strives to achieve curriculum equity and access to high quality educational experiences for all students, across all schools.

Elementary - Grades Pre-K - 8

- ◆ ELA and Math NY State assessment results for ELA and Math grades 3 - 8 increased from 2015 to 2018; ELA 16% to 23%, Math 16% to 21%.
- ◆ Developmental Expectations - describing developmental milestones that most children can accomplish by 12, 24 and 36 months - designed for parents and disseminated district-wide.
- ◆ Toddler Zones in Community Schools and Parent Centers for families of new infants and toddlers created to provide a safe space to engage, bond, and learn through purposeful play.
- ◆ Raising a Reader programming launched to support the literacy needs of district families and children ages 2 - 4 in BPS Community Schools.
- ◆ Pre-K through grade 2 classrooms all have center-based iPads installed for literacy and numeracy enrichment.
- ◆ Kindergarten through grade 3 classrooms reduced to 18 - 22 in our neediest schools.
- ◆ Literacy coaches deployed in every elementary school to provide grade level data analysis, model good teaching, and support instructional best practices.
- ◆ Grade Level Expectations, Prek-8 - describing what a student should know and be able to do by the end of each grade - designed for parents and disseminated district-wide.
- ◆ A coherent, district-wide plan for bolstering literacy and foundational math skills developed, designed, and implemented in partnership with TNTP- Reimagine Teaching, Inc.
- ◆ Introduced Lexia Core5 (grades K - 5) as an online literacy intervention that targets word study, grammar and comprehension skills.
- ◆ Approximately 1,500 middle school students are engaged in the Global Scholars Program, working directly with students from around the world to understand and propose solutions to global issues.
- ◆ Designed and implemented an enriched research-based three-pronged After-School Program 2 hrs./day, 5 days/week in every building.
- ◆ Established innovative formal partnership between the BPS and the SUNY Graduate School of Education, The UB Literacy Corp. to advance literacy skills; Graduate students participate in literacy tutoring for individual and small groups of BPS elementary learners.
- ◆ The BPS Early Childhood Enrichment Program (ECEP) designed to infuse Gifted and Talented program elements into all Pre-K - 4 classrooms, is being rolled out district wide at the elementary level.



- ◆ A new Middle School Musical Theater Initiative has been launched in 14 schools including state-of-the-art theatre sound and lighting equipment and collaborating with diverse local theatre houses, i.e. (Ujima, Shea's, Raices, and TOY).

ACADEMIC ACHIEVEMENT

ACCELERATE THE ACADEMIC PERFORMANCE OF ALL STUDENTS

High School - Grades 9 - 12 - Adult Education

- ◆ Graduation rates climbed to a 16-year high of 65% (4 year), 68% (5/6 year) in 2018 with strongest gains made among students with special needs and English Language Learners. Half of (7) BPS High Schools posted 4-year graduation rates above the state average (80%).
- ◆ 10 New Innovative High Schools and programs launched to increase our high school offerings for students district-wide.
- ◆ 7 New Career and Technical Education Certifications offered that are aligned to emerging industry in the WNY region.
- ◆ Developed innovative next generation partnership with D'Youville College in the Health Sciences (Medical Hub at DaVinci High School).
- ◆ Developed innovative partnership with SUNY Buffalo State - The Urban Teacher Academy at McKinley High School - to introduce high school students to the teaching profession.
- ◆ A new, state-of-the-art high school is now under construction in the heart of the growing hospitality, sports management, and hotel industry in downtown Buffalo.
- ◆ Introduced Lexia PowerUp (grades 6 - 12) as an online literacy intervention that targets word study, grammar and comprehension skills.
- ◆ Subject Area Expectations, 9 - 12, describing what a student should know and be able to do by the end of each course of study, developed and disseminated district-wide.
- ◆ 24/7 access to online credit recovery coursework for all high school students.
- ◆ Established the goal that all high schools will have five Advanced Placement (AP), International Baccalaureate (IB), or dual enrollment classes to ensure rigor and opportunity.
- ◆ AP course offerings expanded with the addition of "Learning Live" courses that use video-conference technology to allow students to participate in real-time classes from remote locations.
- ◆ Virtual web-based credit-recovery centers (5) launched to help over-aged, under-credited students graduate in a non-traditional, flexible, earn as you go setting.
- ◆ Partnership initiated with Equal Opportunity Schools (EOS) to ensure students of all backgrounds, particularly low-income students and students of color, have access to the most academically advanced programs in all of our schools.
- ◆ Alternative Education (Academy @4) is upgraded and redesigned to include quality curriculum & teaching and expanded Career & Technical Education (CTE) options for historically marginalized students.
- ◆ Leadership Transition Education Program (LTEP) designed and implemented to optimize success for re-entering adjudicated high school students.
- ◆ Say Yes Near Peer Mentoring provided for BPS students, including rising seniors transitioning to college.
- ◆ Launched a robust partnership between Hilbert College and East High School creating a joint Forensics program that offers students college credit with on-campus time and opportunities.
- ◆ All high schools building at least five Advanced Placement (AP), International Baccalaureate (IB), or dual enrollment classes to ensure greater rigor and opportunity.
- ◆ Implemented four (4) College Centers in our 4 Community High Schools located in each quadrant of the city: South Park, East, Lewis J. Bennett, and Lafayette with up to date technology facilitating completion and submission of FASFA forms, college information, and on-site staff to provide support and guidance.

CORE BELIEFS & COMMITMENTS

We believe in and commit to ALL children achieving at high global academic standards

We believe that school culture and staff have a profound impact on student achievement and commit to hiring and supporting diverse, high quality teachers, principals, and staff.

We believe in and commit to being a high-performance organization that establishes a culture of continuous improvement, transparency, and accountability at all levels.

We believe that strong public support is essential for ALL students to excel and commit to developing productive and mutually beneficial family, district, and community partnerships.

We believe that good health is critical to high performance and commit to providing opportunities to improve the physical, mental, and emotional well-being of ALL students and staff.

We believe that schools that are free from bullying, discrimination or harassment, are essential for a productive teaching and learning environment and commit to providing safe schools.

We believe in and commit to respecting and embracing cultural, social, intellectual, and economic diversity and empowering ALL students and staff to reach their full potential.

ACADEMIC ACHIEVEMENT

ACCELERATE THE ACADEMIC PERFORMANCE OF ALL STUDENTS

Systemic

- ◆ Schools in Good Standing have tripled since 2015 from 14 to 47 schools.
- ◆ Number of Receivership Schools have decreased since 2015 from 25 to 3.
- ◆ All Receivership Schools met their demonstrable improvements targets (2018).
- ◆ Grading system realigned to provide greater equity and fairness in grading practices district-wide.
- ◆ Laser-focus on quality instruction in all schools via YOI & YOI² - i.e. maximum time spent on grade appropriate assignments, strong first teaching, rigorous content, and high expectations for student learning.
- ◆ Strategic focus on four major instructional priorities for ELA and Math to strengthen instructional leadership, in partnership with TNTP - i.e. (All students use district materials effectively, regularly read anchor texts independently, engage in grade-level math, write to demonstrate deep understanding, consistently explain and justify thinking, have differentiated support they need to access grade-level content).
- ◆ Research shows that when an “irreplaceable” teacher leaves a low performing school, the school is almost guaranteed to hire a less-effective replacement. Superintendent Cash took specific and systemic steps to recognize and retain “irreplaceables”, at all levels of the organization, but particularly in low performing schools where they are most needed.
- ◆ 21 Community Schools launched district-wide in every Promise Zone and supported by nearly 70 collegiate, corporate and healthcare partners throughout the city.
- ◆ Saturday Academies designed and implemented in all 21 Community Schools to bolster academics, enrichment, and family/community engagement.
- ◆ Powerful new and expanded enrichment experiences and opportunities for every child with the Buffalo Philharmonic Orchestra, Albright-Knox Art Gallery, Buffalo History Museum, and other local cultural institutions.
- ◆ Access to 24,000 laptops and iPads, for 1:1 computing ratio in grades 3 - 12.
- ◆ Virtual reality labs through zSpace 3D technology established in over 50 schools, including the introduction of new zSpace laptops.
- ◆ Access to over 12,000 high quality digital books, personalized for each student by interest and reading level (MyON) incorporated in all schools.
- ◆ Teacher access to a rich library of over 7,000 online cognitively challenging, cross-curricular, standards-aligned, real-world content lesson plans and materials (NextLesson) available in all schools.
- ◆ All teachers receiving comprehensive training to support the integration of mobile technologies in the classroom.
- ◆ 25 minutes of instructional time added to the school day with the ratification of the Collective Bargaining Agreement (CBA) with the Buffalo Teachers Federation (BTF) in 2016, resulting in two additional weeks of learning time per year.
- ◆ BPS Student Success Plan is implemented aligning Curriculum, Assessment & Instruction department priorities with Student Support Services department priorities.
- ◆ Published periodic statistical highlights pamphlets and research briefs aligned to the work of the Education Bargain to inform and help guide educational practice in the district.
- ◆ Engaged in critical, substantial multi-year district-wide reform in Special Education and ELL education.
- ◆ Launched a joint initiative with the leadership of Buffalo Prep to expand the pipeline of BPS students that receive Buffalo Prep programs and services.
- ◆ Introduced NearPod (grades K–12) to increase engagement and facilitate delivery of lesson materials on 1:1 computing devices allowing teachers to receive immediate feedback to better assess student comprehension.
- ◆ Introduced Moby Max (grades K–12) as a targeted online mathematics intervention to close skills gaps in number sense, fluency, and mathematics concepts.

ACCOUNTABILITY & BUSINESS REFORMS

ESTABLISH A HOLISTIC ACCOUNTABILITY SYSTEM THAT EVALUATES THE ACADEMIC, OPERATIONAL, AND FISCAL PERFORMANCE OF THE SCHOOL DISTRICT

- ◆ Year after year, balanced district budget of approximately \$1 Billion. Implemented Munis Budget Module allowing each department to provide greater budget detail for all proposed spending.
- ◆ Developed a comprehensive 4-year financial plan focused on cost savings, cost avoidance, and revenue generation that is helping to guide the District out of a longstanding structural deficit.
- ◆ Fiscal Year 2017 - 2018 concluded with an unqualified audit opinion for 10+ straight years and a general fund surplus for the second time in three years.
- ◆ Fund balance increased from \$182.6 million to \$194.7 million at June 30, 2018, with approximately \$77.8 million unassigned.
- ◆ Other Post Employment Benefits (OPEB) liability reduced ~\$600 million over the last two years, to \$2.3 billion at June 30, 2018. Prime factors in the reduction were the settlement of union contracts with a greater employee share of health insurance costs and voluntary conversion of retirees into a Medicare Advantage product.
- ◆ Third Quarter 2018 - 2019 results show a projected \$14.0 million budgetary surplus on the \$916.4 million general fund budget for fiscal year ending June 30, 2019.
- ◆ Initiated Substitute Management, Worker's Compensation, and Unemployment Benefit cost reduction plans, realizing substantial savings in each category from prior years.
- ◆ Reduced the cost associated with the number of staff on paid administrative leave, allowing more resources to be allocated to classroom instruction across the district.
- ◆ After nearly 30 years, re-visited and completed negotiations for a fairer, more equitable transportation services agreement with the Niagara Frontier Transportation Authority (NFTA) focused on expanded student access.
- ◆ District Comprehensive Improvement Plan (DCIP) is completed annually, aligned to the Education Bargain, and to the new District Technical Assistance Review (DTAR) process.
- ◆ Settled a fair, competitive contract with the Buffalo Teachers Federation (BTF) for the first time in twelve (12) years; settled the labor contract with district administrators (BCSA) for the first time in thirteen (13) years.
- ◆ Settled fair, competitive contracts with District's substitute teachers (SUB), food service workers (Local 264), and the Transportation Aides of Buffalo (TAB) over the last two years.
- ◆ Negotiating with the Building Engineers to alter policy and practice that dates to the Civil War era for how building engineers are compensated.
- ◆ Through collective bargaining and other cost savings initiatives, health insurance costs in 2018 - 2019 are projected to be \$11.5 million less than originally projected in the District's 4 year financial plan, with similar future reductions anticipated.
- ◆ A new online contract - *Adobe Sign* - and vendor payment system - *MUNIS ERP* and *SharePoint* - are implemented to improve the efficiency and timely processing of contracts and payments to vendors.
- ◆ A new employee time and attendance system is implemented - *EMPCenter* - recording daily attendance of district-wide staff in a more efficient and accurate electronic system that feeds the bi-weekly payroll.
- ◆ A new leading edge web-based HR system *Frontline* - for recruiting, onboarding and training new employees, leading to the retention of top talent - is implemented (Fall 2018).
- ◆ An extra-classroom activities corrective action plan following audit recommendations was developed and implemented, including the software system *School Funds Online*.

ACCOUNTABILITY & BUSINESS REFORMS

ESTABLISH A HOLISTIC ACCOUNTABILITY SYSTEM THAT EVALUATES THE ACADEMIC, OPERATIONAL, AND FISCAL PERFORMANCE OF THE SCHOOL DISTRICT – CONTINUED

- ◆ A district-wide knowledge management system - highlighting best practices from school and district sites, aligned to the Education Bargain and including video captures for district, school and classroom use - is designed and implemented.
- ◆ Substantially reduced reliance on and costs associated with outside legal counsel for the District.
- ◆ Implemented Schoology and Introduced Office 365 cloud tools, as well as Workplace by Facebook, to engage staff in sharing “Best Practices” on a daily basis at both school and district levels.
- ◆ Feb. 2018: Buffalo Public Schools identified as the Largest State-Supported Solar Project at a Public School System. To date, 19 solar installations are found at Buffalo Public High Schools, accounting for nearly 3 megawatts. The installations have an ecological equivalent of removing 370 cars from the road.
- ◆ City and School district debt ratings were increased after pro-active conference calls with ratings agencies at the conclusion of the BTF contract, and affirmed as recently as April 2019.
- ◆ Debt Refinancing - Net cash savings of \$17.7 million resulted from the refinancing of outstanding debt in 2016.
- ◆ Hired Cropper GIS Consulting to conduct an updated 10 - year forecast of population and enrollment in 12 planning communities within the Buffalo City School District (May 2019).
- ◆ Directed staff to begin the comprehensive reform of the Division of Plant Services and School Planning (May 2019).
- ◆ New 5-Year contract with First Student Yellow Bus Transportation Services negotiated with substantial market savings and approved by Board of Education (January 2020).
- ◆ Completed the full facility rebuild and upgrade of one of the two District Data Centers (second Data Center upgrade in progress with estimated completion date of Spring 2020) to substantially improve district network performance and provide data backup and recovery.

HEALTHY YOUTH DEVELOPMENT

CREATE A SCHOOL COMMUNITY THAT LISTENS TO STUDENT INPUT AND PROMOTES STUDENT LEADERSHIP AND HEALTHY YOUTH DEVELOPMENT

- ◆ District-wide BPS Wellness Policy is developed and Board approved (June 30, 2017).
- ◆ Comprehensive district-wide safety plan is Board reviewed and implemented (June 13, 2018).
- ◆ District-wide Gender Identity Policy is developed, presented and Board approved (October 26, 2016).
- ◆ Expanded the Farm-to-School initiative District-wide (September 2017) to provide fresh, healthy food choices for our students.
- ◆ Awarded three-year Physical Education Program (PEP) Grant totaling \$2,041,906 to encourage and support health and wellness activities for our students.
- ◆ Designed and implemented a comprehensive 4-pronged plan to upgrade BPS athletic programs.
- ◆ Initiated a cost-free partnership with NoticeAbility, a non-profit organization dedicated to helping students with dyslexia identify their unique strengths and grow their self-esteem.
- ◆ Together with the City of Buffalo and the Community Foundation for Greater Buffalo, we are partnering with the Ralph C. Wilson, Jr. Foundation to explore new state-of-the-art facilities & standards in sports, wellness, and academics for students of all ages.
- ◆ Established joint District/Teachers Union Athletic Committee to develop criteria for hiring of Athletic Coaches district-wide that is based on best qualifications rather than seniority only.
- ◆ Appointed a student representative to the Buffalo Board of Education each of the last three years.
- ◆ Instituted the annual August Wilson Monologue regional competition in partnership with the African American Cultural Center to groom student voice and public speaking skills and to prepare for participation in national competition.
- ◆ Increase in the average daily attendance of 1.45% from 87.59 to 89.04. When categorized by grade bands, the increase represents an average daily attendance rate of .86% for grades PK-8 and 3.5% for grades 9-12.
- ◆ Decrease in school suspensions by 6.3%. When categorized by short term (less than 5 days) and long term (more than 5 days) the reduction rates are 2.94 % for short term suspensions and 22.5% for long term suspensions.
- ◆ Katara Willis won 2nd place in the August Wilson Monologue national finals in New York City. (May 2019)
- ◆ Shea's Performing Arts Center President Michael Murphy and Carlisle Lipke Mitchell of the Lipke Foundation presented Buffalo Academy for Visual and Performing Arts with a \$10,000 Kenny Award grant for the region's Outstanding Musical Production – Les Miserables. (May 2019)
- ◆ Launched a Student Technology Leadership Program in 2018 which has grown from 4 schools to 25 schools, rapidly advancing to become a districtwide "best practice" program, where students (Grades 6–12) troubleshoot computer device issues at the school site level.
- ◆ The BPS Farm to School Program sourced over 30%, (\$2.6 million) of the lunch menu items from local New York farms.
- ◆ 100% successful New York State Department of Health immunization audits.

SAFETY

MAINTAIN A POSITIVE, SAFE, AND RESPECTFUL ENVIRONMENT FOR ALL STAFF AND STUDENTS

- ◆ Hired Executive Director for School Safety & Security to upgrade department staff and services, to provide improved training and execution of duties, and to conduct comprehensive security assessment of each school site.
- ◆ Reports of serious targeted school-based incidents decreased by 9 from 409 to 345 each previous year (2015-2018).
- ◆ Comprehensive district-wide safety plan is Board reviewed, approved and implemented.
- ◆ Restorative Practice training implemented district-wide for principals teachers, parents, students and community partners working with BPS students.
- ◆ Trauma-informed Care training implemented district-wide for teachers, psychologists, social workers and community partners working with BPS students.
- ◆ Comprehensive Emergency Procedures Manual re-assessed, upgraded and implemented in all schools.
- ◆ Anti-bullying taskforce established with multiple stakeholders including the family court system, Department of Justice, Homeland Security and Faith Based organizations to reduce bullying and violence in schools.
- ◆ In collaboration with the City of Buffalo, advocated for and achieved installation of police surveillance cameras in front of 20 high traffic schools to monitor compliance with traffic lights and lower speed limits.
- ◆ A new emergency mobile text notification system (911 BPS) installed in all schools.
- ◆ In collaboration with the City of Buffalo, School Zone Cameras and Stop-arm cameras were installed on school buses.
- ◆ In collaboration with the Common Council, speed limit was reduced to 15 miles near schools zones.
- ◆ Active Shooter Protocol Collaboration with BPD, BFD and City of Buffalo
- ◆ Creation of new guidance document for all building level plans.
- ◆ Adoption of new visitor management system.
- ◆ 3 mobile security vehicles to support all schools in place (January, 2020).
- ◆ Emergency plans developed for all BPS non-school sites. Eg. City Hall, CRC, 18 annex, Service Center.

STAFFING, DIVERSITY AND EQUITY

CREATE A SCHOOL COMMUNITY THAT IS SENSITIVE AND RESPONSIVE TO THE NEEDS OF AN INCREASINGLY DIVERSE POPULATION

- ◆ Developed and implemented innovative staffing strategies focused on attracting, selecting, training and retaining an effective and diverse corps of top talent teachers and administrators.
- ◆ Significantly increased level of diversity in Principal, Assistant Principal, building administrative teams, and central office hires.
- ◆ My Brothers Keeper grants awarded and implemented, totaling \$2.82 million over a three-year period, to improve self-esteem and academic outcomes for young boys of color.
- ◆ Established a partnership with Medgar Evers College in Brooklyn, NY as part of My Brothers Keeper Teacher Opportunity Corps (TOC) grant initiative, to attract new talent and increase diversity in the teaching ranks.
- ◆ A 5-yr. Culturally & Linguistically Responsive Teaching (CLRT) professional development training rollout is provided district-wide to all principals and teachers.
- ◆ Created a new Executive Cabinet level position - Associate Superintendent for Culturally and Linguistically Responsive Initiatives - to ensure continuous infusion and representation of diverse cultures in elementary and secondary curriculum.
- ◆ A multi-year plan to reduce disproportionality has been developed in partnership with New York University (NYU) Steinhardt School's of Technical Assistance Center on Disproportionality (TAC-D).
- ◆ Developed an improvement plan for the High School Student Placement Process to provide greater high school access, choice, and equity for students district-wide.
- ◆ Re-examined and re-vamped the Central Registration (Welcome) Center, including the addition of ten (10) Multilingual Cultural Resource Specialists, to improve services for our diverse BPS Families and to ensure a more equitable student-centered and welcoming student placement process across district schools.
- ◆ Strengthened teacher recruitment practices in high-need areas that included hiring of strong bilingual teachers from Puerto Rico, diverse teachers of color from Medgar Evers College in New York City, and strong, diverse Teach for America recruits.
- ◆ Piloted a new innovative pipeline program that offers financial support for school-based employees of color interested in completing the educational requirements to become teachers.
- ◆ Instituted the annual BPS Urban Forum to examine solutions to ensure that the District's teaching and learning processes are more culturally responsive and to improve learning outcomes for all students, particularly students of color.
- ◆ We work relentlessly to eradicate the myriad injustices faced by our students - economic, racial, housing, nutrition, violence and social injustices - and, toward that end, we work at an unprecedented high level of recognized collaboration and engagement with regional businesses, higher education institutions, civic and philanthropic organizations, law enforcement and the judiciary community, faith-based organizations, health care partners, and all levels of government.
- ◆ The newly launched Teacher Residency Program at SUNY Buffalo is graduating its first cohort during 2020. The partnership focuses on helping our District diversify its teacher workforce and fill critical teacher shortage areas. Thirteen (13) Residents will receive opportunities for employment in the District this year with double the number (26) scheduled for participation in 2020-2021.
- ◆ Diversity Pipeline Grant - Under the leadership of Majority Leader of the NYS Assembly, Crystal Peoples-Stokes, a \$500,000 grant is being used to support BPS Teacher Aides & Assistants to attend Buffalo State College to earn a teaching certificate, and complete Bachelor's and Master's degrees.
- ◆ One year to Teaching Program – A partnership between Niagara University and Buffalo Public Schools to support qualified BPS Substitute Teachers in obtaining teacher certification in an accelerated one-year program. Substitute Teachers are able to use their substitute work to fulfill their student teaching requirement.

PARENT & COMMUNITY ENGAGEMENT

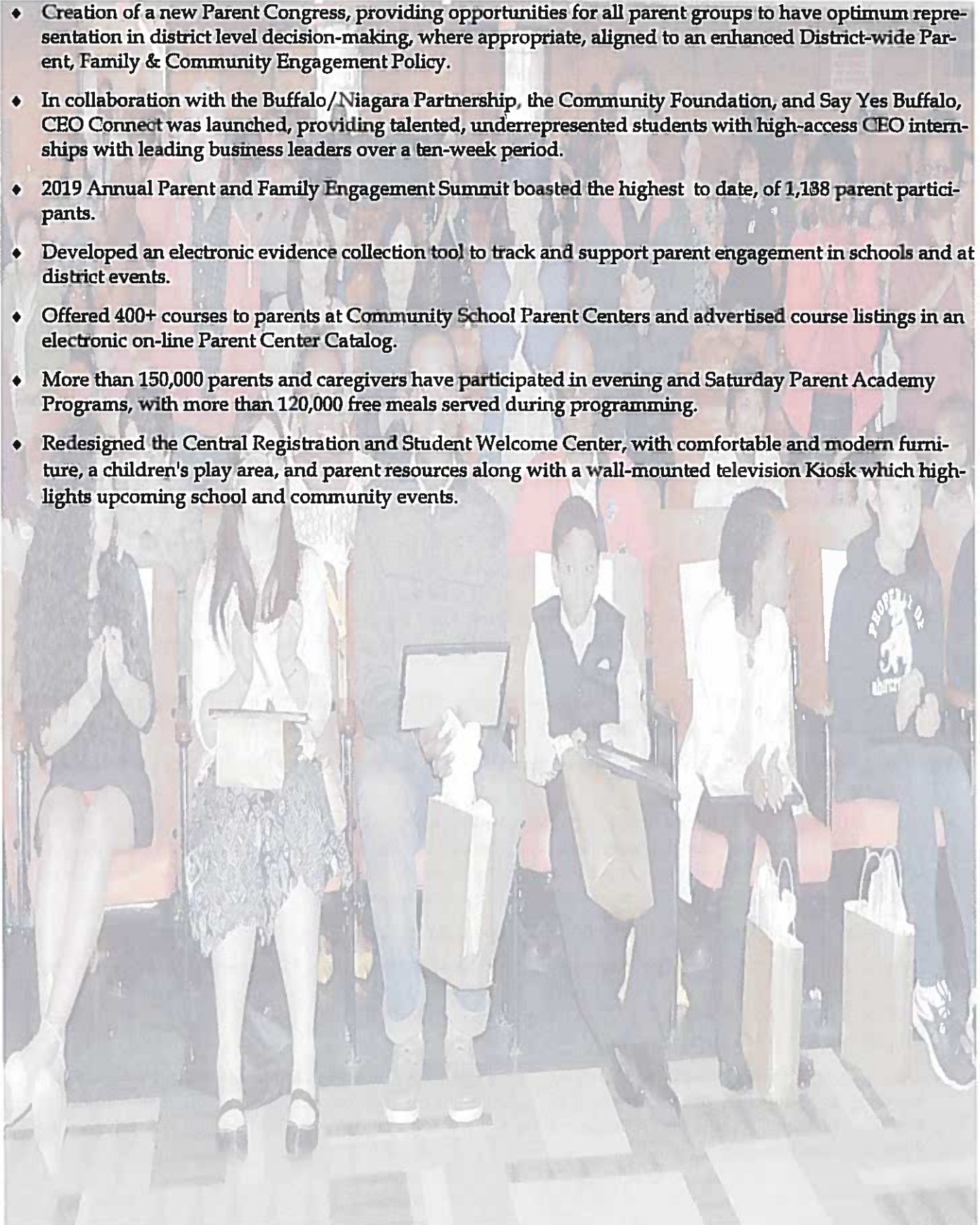
BUILD AND STRENGTHEN FAMILY AND COMMUNITY PARTNERSHIPS TO SUPPORT THE ACADEMIC AND CHARACTER DEVELOPMENT OF ALL STUDENTS

- ◆ Creation of a new Parent Congress, providing opportunities for all parent groups to have optimum representation in district level decision-making, where appropriate, aligned to an enhanced District-wide Parent, Family & Community Engagement Policy.
- ◆ Convened an annual Parent and Family Engagement Summit engaging multiple district stakeholders and sponsors to provide educational, cultural, and wellness activities to enhance family learning and bonding time - with a particular focus on our hard-to-reach families.
- ◆ Installed four (4) comprehensive, full service Parent Centers in each quadrant of the City of Buffalo to support children and families.
- ◆ Mental Health Clinics installed in 56 schools and 5 Legal Clinics installed in 2 Community Schools, East and Lafayette High Schools; other locations are #54 Dr. George Blackman, #93 Southside Elementary, and the Adult Learning Center on Virginia Street to support children and families.
- ◆ Family Support Specialists with strategic social services caseloads hired in every school, deployed and managed by Say Yes Buffalo.
- ◆ Over 200 Community Based Organizations integrated into the work of schools and the Education Bargain.
- ◆ Designed and developed a Parent Center Academy Catalogue each Fall, Spring and Summer that includes over 338 courses offered for expecting, new and pre-school parents focusing on health, developmental milestones, and academic /vocabulary readiness.
- ◆ Over 500 local community engagements and presentations by the Superintendent, Senior Staff and the Board to build trust, strengthen the positive narrative, and to instill public confidence in the District. (2015 - 2018).
- ◆ Over 600 daily communication briefings - Superintendent's Daily Briefs - produced to inform the Board (and many Community leaders) on specific issues, substantive news items, community engagements, and plans and operations of the District that advance the Education Bargain as well as advance access, equity, and opportunity for all BPS children (2015 - 2019).
- ◆ Over 100 courses available for children and adults in evening and Saturday school programs.
- ◆ Over 100,000 participants in Parent Centers, adult evening, and Saturday Academy programs as well as over 90,000 free meals served during Parent Center events and Saturday Academy programs.
- ◆ Designed and developed a new more attractive District website, with additional functionality and ease of use, to promote awareness and disseminate information to all stakeholders.
- ◆ Interactive kiosk displays operating at Parent Centers and the Central Registration Welcome Center to provide information regarding District schools and services.
- ◆ Partnerships initiated with 24 higher education institutions to provide support services for our students - e.g. launched Teacher Residency Partnership with five colleges and universities and established a teacher preparation pathway for high school students through the Urban Teacher Academy, and much more.
- ◆ In collaboration with the Buffalo/Niagara Partnership, the Community Foundation, and Say Yes Buffalo, CEO Connect was launched, providing talented, underrepresented students with high-access CEO internships with leading business leaders over a ten-week period.

PARENT & COMMUNITY ENGAGEMENT

BUILD AND STRENGTHEN FAMILY AND COMMUNITY PARTNERSHIPS TO SUPPORT THE ACADEMIC AND CHARACTER DEVELOPMENT OF ALL STUDENTS

- ◆ **Creation of a new Parent Congress, providing opportunities for all parent groups to have optimum representation in district level decision-making, where appropriate, aligned to an enhanced District-wide Parent, Family & Community Engagement Policy.**
- ◆ **In collaboration with the Buffalo/Niagara Partnership, the Community Foundation, and Say Yes Buffalo, CEO Connect was launched, providing talented, underrepresented students with high-access CEO internships with leading business leaders over a ten-week period.**
- ◆ **2019 Annual Parent and Family Engagement Summit boasted the highest to date, of 1,138 parent participants.**
- ◆ **Developed an electronic evidence collection tool to track and support parent engagement in schools and at district events.**
- ◆ **Offered 400+ courses to parents at Community School Parent Centers and advertised course listings in an electronic on-line Parent Center Catalog.**
- ◆ **More than 150,000 parents and caregivers have participated in evening and Saturday Parent Academy Programs, with more than 120,000 free meals served during programming.**
- ◆ **Redesigned the Central Registration and Student Welcome Center, with comfortable and modern furniture, a children's play area, and parent resources along with a wall-mounted television Kiosk which highlights upcoming school and community events.**

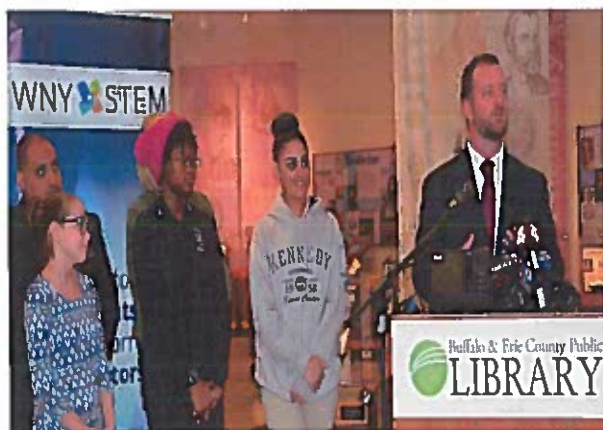


DISTRICT HONORS & AWARDS

- ◆ Superintendent Dr. Kriner Cash was named as one of New York State's top 100 most powerful people in Education, January 2020.
- ◆ Superintendent Dr. Kriner Cash was named one of the Power 250 – Western New York's most influential people published by Business First, 5 years in a row.
- ◆ Superintendent Dr. Kriner Cash named a finalist in 2018 for the Council of Great City Schools Green-Garner award, the nation's highest urban education honor for the 2nd time in his career.
- ◆ Superintendent Dr. Kriner Cash named one of Eight Outstanding Citizens of Western New York for 2018 by the Buffalo News.
- ◆ Dr. Barbara Seals Nevergold, Board President, presented with the Education Award by Mayor Byron Brown during the City of Buffalo's 2019 Black History Month program.
- ◆ Dr. Barbara Seals Nevergold, honored by Executive Director Michael Casserly of the Council of Great City Schools for her distinguished service on the Executive Committee of the CGCS.
- ◆ The Buffalo Public Schools awarded a \$1.2 million Teachers of Tomorrow grant for teacher reimbursement for certification in difficult to fill subject areas.
- ◆ A \$1 Million grant from the W.K. Kellogg Foundation awarded to Buffalo Public Schools to develop the "Early Childhood Enrichment Program" which infuses elements of the district's Gifted & Talented program into daily instruction for all students in grades Pre-k to 4.
- ◆ Over the last three years, the District has been well-represented and lauded at the Annual Meeting of the Council of Great City Schools, presenting on a variety of topics related to the emerging success of the BPS Education Bargain.
- ◆ A team of students from Buffalo Public Schools has been named the local winner of the 2019 "Take Flight Space Experiments Program." The competition included more than 500 local students in grades 5 through 12 who proposed experiments that can be tested in low earth orbit. The winning experiment was designed by a team of students from the International Preparatory School on the West Side. The experiment will be launched next year to the International Space Station in Cape Canaveral, Florida, where it will be tested by astronauts.
- ◆ Buffalo Public Schools, 2019 Recipient of New York State School Boards Association Champions of Change for Kids Recognition for our Student Technology Leadership Program.
- ◆ December 2015 - South Park Red Raiders won the Class A New York State High School Football Championship Title.
- ◆ March 2018 - The East High School Panthers basketball team won the Class D Championship with 74 to 61 in overtime to become the New York State Public High School Athletic Association Class D Champions under the coaching expertise of Starling Bryant. This is the 4th time in his coaching career that Coach Bryant has seen his team crowned as State Champions!
- ◆ Frederick Law Olmsted, School #64 won the National Blue Ribbon Award in September 2019.
- ◆ Dr. Will Keresztes, Chief of Intergovernmental Affairs and Community Engagement, was named the 2018 Dean's Service Award recipient from the SUNY Buffalo Graduate School of Education. Dr. Keresztes was honored for his service to the educational community by helping to forge new partnerships between the school district and SUNY Buffalo.
- ◆ Cecelie Owens, Principal of West Hertel Academy #94, was honored in October 2018 as an "Everyday Hero" by ESPN and Toyota, Inc. for making a difference for women and girls in their local communities. Cecelie is the founder and president of the G.I.R.L.S. (Goals, Integrity, Respect, Leadership and Sports) Sports Foundation, Inc.

DISTRICT HONORS & AWARDS CON'T

- ◆ Miguel Medina, Principal of School #48 @39, Martin Luther King Multicultural Institute, received the 2017 New York State Association for Bilingual Education (NYSABB) Bilingual Administrator of the Year Award.
- ◆ Michele Agosto, Supervisor of Art, received the 2018 Young Audiences of WNY Arts in Education Award as well as the 2018 Women in the Arts (Friends of Crystal People-Stokes) and also the 2016 NFL Hispanic Heritage Leadership Award from the Buffalo Bills.
- ◆ Andrea Norton, Physical Education Supervisor, recognized as an "Amazing Person" on November 15, 2018 at the NYSAHPERD (New York State Association of Health, Physical Education, Recreation and Dance).
- ◆ Daniel Murtha, Buffalo Public School Supervisor of Multilingual, received the 2016 Terra Science and Education Teacher of the Year Award.
- ◆ Ruth Conner, Supervisor in the Child Nutrition Services department, honored as the Northeast Regional Manager of the Year during the School Nutrition Association's Annual National Conference in Las Vegas, NV on July 10, 2018.
- ◆ Jennifer Reiss, grade 6 teacher at # 195, City Honors, named Western New York 2019 History Day Teacher of the Year.
- ◆ Amy Steiner, Music Teacher at #304, Hutchinson Central Technical High School, is considered one of the top 25 music educators in the country, and was nominated for the 2018 " Music Educator Grammy" award.
- ◆ Bradley Gearhart, Physics Teacher at #304, Hutchinson Central Technical High School, selected as Local PhysTEC Teacher of the Year from SUNY Buffalo State in July 2018.
- ◆ Elizabeth Ziegler, Grade 1 Dual Language Teacher at #3, D'Youville Porter Elementary School, received the Sgroi Financial Services Classroom Teacher Award, 2018.
- ◆ Molly Eldridge, Grade 3 Teacher at #353, Newcomer Academy, has been offered a Fulbright Teachers for Global Classrooms grant by the U.S. Department of State and the J. William Fulbright Foreign Scholarship Board. Eldridge is one of 76 U.S. citizens who will travel abroad through the Fulbright Teachers for Global Classrooms Program in 2018-2019.
- ◆ Andrew Franz, Grade 8 Teacher at #74, Hamlin Park Claude and Ouida Clapp Academy, won the prestigious Milken Educator Award in October 2017. The Milken National Education Award program was established in the 1980s to recognize great educators across the country.



- ◆ Students from Hamlin Park School #74 - Gabriella Melendez, Toriana Cornwell and Shaniylah Welch, "Spud Launchers" - as the girls call themselves, under the direction of teacher Andrew Franz - won a national competition to send their science experiment, Tuber Growth in Microgravity," into space. It was launched from the International Space Station in Cape Canaveral, Florida, in 2018.

DISTRICT HONORS & AWARDS CON'T

- ◆ New York State School Boards Association recognized the Buffalo Public Schools Student Technology Leadership Program as a model program with the honor of First Champions of Change for Kids award, Spring 2019.
- ◆ Awarded \$1 Million P-Tech V BTECC grant for middle college programming at Lewis J. Bennett School of Innovation. Program dedicated to Innovative Computer technologies. Partners include IBM and SUNY Erie.
- ◆ Amy Borowiak, School Counselor at Waterfront School #95 honored by the College Board in 2019.
- ◆ BPS Wellness Policy coined as the NYS Model Wellness Policy, 2019.
- ◆ Earned the National Whole School, Whole Community, Whole Child (WSCC) Model Implementation Award by the American School Health Association, Fall 2019.
- ◆ Nadia A. Nashir, Assistant Superintendent of Multilingual Education of Buffalo Public Schools selected as a Deeper Learning Equity Fellowship, made up of 17 leaders across the US who will dedicate a significant portion of the next two years to addressing issues of education inequity in their local communities, August 2019.
- ◆ 2019 McKinley High School building trades program awarded "NYS Model Career & Technical Education Program by CTE Technical Assistance Center of NY."
- ◆ After winning a national competition sponsored by NASA, the BPS "Project Take Flight" Team from International Preparatory High School will be launching their microscopic experiments and collegiate-level research from Cape Canaveral to the International Space Station. The launch will occur later in 2020.



BOARD OF EDUCATION

Dr. Kriner Cash

Superintendent

Sharon M. Belton-Cottman

President and Member-at-Large and Ferry District Representative

Jennifer L. Mecozzi

Vice President Executive Affairs and West District Representative

Dr. Ann Rivera

Vice President Student Achievement

Lawrence L. Scott, *Member-at-Large*

Terrance Heard, *Member-at-Large*

Hope R. Jay, *North District Representative*

Louis Petrucci, *Park District Representative*

Dr. Kathy Evans-Brown, *East District Representative*

Paulette Woods, *Central District Representative*

Danny Dac Minh Tran, *Student Representative*

The Buffalo Public School District does not discriminate on the basis of an individual's actual or perceived race, color, religion, religious practice, national origin, ethnic group, sex (including sexual harassment and sexual violence), gender identity, sexual orientation, political affiliation, age, marital status, military status, veteran status, disability, weight or any other basis prohibited by New York state and/or federal non-discrimination laws in its programs and activities.

Inquiries regarding the district's non-discrimination policies should be directed to:

Jamie Warren, Associate Superintendent of Human Resources, (716) 816-3579, HRCompliance@buffaloschools.org

