



SYMPOSIUM BREAKOUT SESSION
MONDAY, OCTOBER 25, 2021 | 2:30-3:30 PM ET

Our Journey to Equitable Community Engagement in Springfield

PRESENTERS:

- Azell Cavaan, Springfield Public Schools
- Christina Horner, Great Schools Partnership
- David Ruff, Great Schools Partnership
- Paul Foster, Springfield Public Schools





GREAT
SCHOOLS
PARTNERSHIP

Our Journey to Equitable Community Engagement in Springfield, MA

Paul Foster, Chief Information & Accountability Officer, Springfield Public Schools

Azell Cavaan, Chief Communications Officer, Springfield Public Schools

Christina Horner, Senior Associate, Great Schools Partnership

David J. Ruff, Executive Director, Great Schools Partnership

Aurora Institute Virtual Symposium

October 25, 2021



Introductions

- **Azell Cavaan**, Chief Communications Officer, Springfield Public Schools
- **Paul Foster**, Chief Information & Accountability Officer, Springfield Public Schools
- **Christina Horner**, Senior Associate, Great Schools Partnership
- **David J. Ruff**, Executive Director, Great Schools Partnership





What is Springfield's Portrait of a Graduate?

Our community-created vision of what EVERY student in the Springfield Public Schools should know and be able to do by the time they graduate high school.



LEARN

"I have the academic knowledge and skills to critically understand the world, form opinions, and solve problems."

COMMUNICATE

"I listen to others and convey ideas with respect, openness and clarity."

PERSIST

"I practice resilience, self-awareness, and advocacy to navigate challenges and new situations"

THRIVE

"I can independently navigate the world as an empathetic and respectful adult."

LEAD

"I will lead with confidence, empathy and kindness in my family, my community, in Springfield, and beyond."

WORK

"I can identify and pursue career pathways that empower and sustain me."

The Springfield Public Schools and the Springfield Community will prepare students to:

- Master and apply the academic content knowledge and skills essential for success in college, vocation, or service.
- Think critically, be innovative, and solve real-world problems.
- Understand the impact of systemic racism in America.
- Apply technology and computational skills to advance learning and solve problems.
- Find and analyze all kinds of information and critically evaluate each source.
- Understand themselves as learners and pursue learning throughout life.

- Write and speak with clarity, evidence, and purpose.
- Communicate ideas with confidence that their voice can and should be heard.
- Select an appropriate communication style and platform for the situation and audience.
- Know how to listen to others, ask questions, and seek to understand.
- Practice thoughtful responses to others in all communication.

- Remain focused on goals, using coping strategies and flexibility to overcome obstacles.
- Speak up for themselves and the issues that are important to them.
- Engage in self-reflection to build on strengths and work on weaknesses.
- Evaluate choices and outcomes when making decisions.
- Give, receive, and respond to constructive feedback.

- Understand, respect and communicate with people from different cultures and backgrounds.
- Care for themselves, and navigate the challenges of everyday life.
- Understand financial systems and manage personal finances.
- Nurture healthy and rewarding relationships at home, school and beyond.
- Manage time and resources to achieve goals.
- Identify interests, passions, and purpose, and envision possibilities for the future.
- Prioritize and implement long and short term goals.

- Engage in difficult conversations to address conflict and solve problems.
- Actively oppose bias, discrimination and racism.
- Advocate for themselves and for others.
- Seek opportunities to understand and serve the community.
- Be curious, creative, open-minded and flexible in new situations.
- Lead with empathy and kindness.
- Actively participate in democracy and vote as an informed citizen in local and national elections.

- Make connections between their interests and possible career opportunities.
- Understand and obtain the education and training required to enter and advance in their chosen career.
- Know how to adapt and seek new opportunities as the workplace changes.
- Practice essential workplace habits and attention to detail to produce quality work in any environment.
- Collaborate with others on diverse teams to achieve shared goals.



How will we ensure EVERY student realizes the vision in the Portrait?

Together create and implement a five-year strategic plan that

Reimagines the environments, activities, experiences, and systems of school

by

Prioritizing equity, just outcomes for each student, raising marginalized voices, and challenging the imbalance of power and privilege,

to

Empower all students to develop the knowledge, skills, and mindsets in the Portrait of a Graduate.





Who Created Springfield's Portrait of a Graduate?

More than 2,000 members of the Springfield community, including:

- Students
- Parents
- Teachers
- Administrators and school staff
- Business leaders
- Faith leaders
- Higher education leaders
- Community organizations and agencies
- And More





Who Created Springfield's Portrait of a Graduate?

All of these people participated in building the Portrait by answering two questions:

- What are your **hopes and dreams** for children growing up in Springfield?
- What **knowledge and skills** would children in Springfield need to realize those hopes and dreams?





Indicators of Sustainability





Who Created Springfield's Portrait of a Graduate?

- More than 2,000 members of the Springfield community, including:
 - Students
 - Parents
 - Teachers
 - Administrators and school staff
 - Business leaders
 - Faith leaders
 - Higher education leaders
 - Community organizations and agencies
 - And More

All of these people participated in building the Portrait by answering two questions:

- What are your **hopes and dreams** for children growing up in Springfield?
- What **knowledge and skills** would children in Springfield need to realize those hopes and dreams?



**Community
Conversations**



**Summarize & Share
Input with Community**

**Draft Portrait of a
Graduate & Gather
Feedback from
Community**



**Review Feedback & Revise
Portrait of a Graduate**



**Draft Strategic Plan
Aligned to Portrait
of Graduate**





Meeting Norms

- Treat each other with dignity, respect and avoid judgment.
- Practice being open-minded
- Build trust with others
- Don't hesitate to ask questions
- Speak for yourself
- Step up to speak your mind, step back to share the space
- Honor the time schedule and agenda
- Maintain confidentiality
- Mute yourself





LEARN

"I have the academic knowledge and skills to critically understand the world, form opinions, and solve problems."

COMMUNICATE

"I listen to others and convey ideas with respect, openness and clarity."

PERSIST

"I practice resilience, self-awareness, and advocacy to navigate challenges and new situations"

THRIVE

"I can independently navigate the world as an empathetic and respectful adult."

LEAD

"I will lead with confidence, empathy and kindness in my family, my community, in Springfield, and beyond."

WORK

"I can identify and pursue career pathways that empower and sustain me."

The Springfield Public Schools and the Springfield Community will prepare students to:

- Master and apply the academic content knowledge and skills essential for success in college, vocation, or service.
- Think critically, be innovative, and solve real-world problems.
- Understand the impact of systemic racism in America.
- Apply technology and computational skills to advance learning and solve problems.
- Find and analyze all kinds of information and critically evaluate each source.
- Understand themselves as learners and pursue learning throughout life.

- Write and speak with clarity, evidence, and purpose.
- Communicate ideas with confidence that their voice can and should be heard.
- Select an appropriate communication style and platform for the situation and audience.
- Know how to listen to others, ask questions, and seek to understand.
- Practice thoughtful responses to others in all communication.

- Remain focused on goals, using coping strategies and flexibility to overcome obstacles.
- Speak up for themselves and the issues that are important to them.
- Engage in self-reflection to build on strengths and work on weaknesses.
- Evaluate choices and outcomes when making decisions.
- Give, receive, and respond to constructive feedback.

- Understand, respect and communicate with people from different cultures and backgrounds.
- Care for themselves, and navigate the challenges of everyday life.
- Understand financial systems and manage personal finances.
- Nurture healthy and rewarding relationships at home, school and beyond.
- Manage time and resources to achieve goals.
- Identify interests, passions, and purpose, and envision possibilities for the future.
- Prioritize and implement long and short term goals.

- Engage in difficult conversations to address conflict and solve problems.
- Actively oppose bias, discrimination and racism.
- Advocate for themselves and for others.
- Seek opportunities to understand and serve the community.
- Be curious, creative, open-minded and flexible in new situations.
- Lead with empathy and kindness.
- Actively participate in democracy and vote as an informed citizen in local and national elections.

- Make connections between their interests and possible career opportunities.
- Understand and obtain the education and training required to enter and advance in their chosen career.
- Know how to adapt and seek new opportunities as the workplace changes.
- Practice essential workplace habits and attention to detail to produce quality work in any environment.
- Collaborate with others on diverse teams to achieve shared goals.

How will the strategic plan be created?

Gather feedback on what does and does not support students to realize the Portrait

Analyze the feedback from our educators and community

Design an Instructional and Measurement Vision based on feedback.

Define what PD and changes would be needed to implement the visions

Write a strategic plan based on the visions and needed changes

Share the draft strategic plan with our community for feedback

Building on the Portrait of a Graduate and a Priority on Educational Equity



The background is a collage of various images from the Aurora Institute Symposium 2019, including people networking, presentations, and group photos. The text is overlaid on this collage.

AURORA INSTITUTE *Symposium*

OCTOBER 25-27, 2021 | VIRTUAL

“Leading Competency-Based Education Redesign”

Thank you for joining us!

Share Your Thoughts.

Participate in our one-minute poll (link in chat box).