

The Superintendent has asked the Board for a recommended course of action regarding the four turn-around school plans and his proposals for SES grant applications. This resolution seeks to make the following observations about the plans and direct the superintendent to take the actions described below.

#### OBSERVATION:

It's important that we introduce a course of action that creates systemic change. Although we have been presented with a series of projects that react to current circumstances and the new SED socio-economic integration grant program, the effort must be more far reaching and permanent. Taken together, the board actions will be critical steps in establishing a college-going culture for all Buffalo students.

The consideration of the four school proposals have highlighted many systemic issues that have to be a part of the solution.

1. School Management / Leadership-The teacher generated turn-around plans all propose solutions that have a common thread. They have told us the school day and year need to be longer; teacher professional development is strategically important and should be mandatory; and the school teaching teams have to be tailored to meet the specific needs of the student population for each unique school. Although these system changes have been proposed for four schools, they should be applied as a strategy for all our schools. Unfortunately—although required by the RFP that BPS issued—none of the turn-around plans were submitted with a signed Memorandum of Understanding from the Buffalo Teachers Federation agreeing to any of the work rule changes that would be required in order to implement the plans.
2. Career Path/ Alternative Education: Many of the turn around plans recognized the need to link education to a specific career path and the need to create alternatives to traditional education. The further development of a full portfolio of college and career paths is essential to address the individual needs of all students.
3. High-Quality Public Charter Opportunities: The Board received three proposals from excellent charter schools to expand high-performing elementary, middle and high school seats. The district should be far more aggressive in expanding this option by co locating charters in underutilized buildings.
4. Criterion Schools: The OCR complaint brought by DPCC parents and currently being studied by Professor Orfield points to the need for expanded opportunities for minority children to participate in our criterion school program. Emerson's planned expansion for 2015 should be supplemented with expansions of Hutch Tech, City Honors, and Davinci.
5. New Arrival experience: There is an ever-increasing imperative to address the needs of English Language Learners and students who are newly arrived in our country and community.
6. Additional Failing Schools: The current four turn around schools are just the beginning. Without systemic change, the BOE will be faced with more and more decisions regarding phasing out schools and implementing turn around models. Unless something changes quickly, more schools will join the list of schools facing phase out.
7. School Resources: The proposals have asked for higher teacher compensation, wraparound services, smaller class sizes, and technology improvements all requiring a major reallocation

of budget resources. A concerted effort will be required to realign the District's resource allocations toward a more radically classroom centric spending plan.

## ACTION

The Board would like to address these issues in a comprehensive way by recommending that the Superintendent move immediately to implement the following actions;

1. Reject the four turn-around plans, as required by a plain reading of the district's Request for Proposals, since they cannot be implemented without work rule changes that BTF has not agreed-to.
2. Transform Bennett High School by creating a learning community made up of: 1. a transfer and expansion of Middle Early College to Bennett; 2 the location of annexes for City Honors, and Hutch Tech; 3 the establishment of a coding curriculum in conjunction with Middle Early College; and 4 continue with the remaining two-year phase out of grades 11 and 12 at Bennett. The above should be implemented for operational opening by the fall of 2015.
3. Proceed with Phase Out Plans for Lafayette, East and MLK. The superintendent should continue to work to further develop the turn-around plans submitted for these three schools in the hope that they can attain the level of excellence sufficient to achieve results,. The possible success of these plans will depend on a successfully negotiated CBA with the BTF and PSCA, subject tot he following paragraph.
4. Appoint a committee of The BOE to reopen negotiations with the BTF and PSCA to complete new collective bargaining agreements that incorporate the work rule changes proposed by the teachers and provide for additional compensation through reforms to health care and buy-outs of retired teacher legacy costs, as well as other needed reforms. It is the policy of the board that Buffalo's teachers deserve a contract immediately, and that it must be fair to teachers and to students.
5. Riverside Phase Out/ Close: The Board directs the Superintendent to submit a two year phase-out plan for Riverside High School to SED by March 1,2015. The phase plan should provide that no freshman class be admitted for the fall of 2015 and the school in its present configuration be closed entirely by the fall of 2016.
6. Charter School RFS: The Superintendent should immediately reissue the RFS to charter schools asking for proposals to lease for operation in the fall of 2015: 1. Former School 8, 2. former school 12(provided placement can be relocated and or reduced in size),3, to be vacated school 187; 4. Surplus space in MLK, and Riverside on a co-located basis during the phase out of the schools and any other school facilities that the District may deem surplus. The RFS should ask charters to address means and methods they might employ to give priority to students currently attending phase- out schools.
7. Invitation to CSAT: The Board directs the Superintendent to offer and negotiate a possible agreement with the Charter School for Applied Technology to operate a freshman class at Riverside High School by the fall of 2015 and a full high school by the fall 2016. The superintendent should ask CSAT to also provide means and methods they might employ to give priority to students currently Riverside.
8. Invitation to Health Sciences: The Board directs the Superintendent to offer and negotiate a possible agreement with Health Sciences Charter School to operate in MLK beginning as soon as the fall of 2015 and pending all necessary approvals by the State Education Department.

9. Invitation to Urban Prep: The Board directs the Superintendent to reach out to Urban Prep Charter and other similar organizations to explore the feasibility of establishing same gender schools focused on the African Male Education gap. The superintendent should invite these high performing organizations to submit a proposal to use surplus space in the district.
10. Montessori: The Board will authorize the expansion of the Montessori program at the to be vacated School 187 provided sufficient funds can be identified for its renovation and that it can be confirmed that current collective bargaining agreements do not need modification for implementation of the program.
11. BAPVA: *Create an elementary level school of the arts* through an annex of BAVPA #192 to be located at West Hertel Academy (or another location). Use SES grant to underwrite planning and initial implementation provided it can be confirmed that current collective bargaining agreements do not need modification for implementation of the program. Target the opening for 2015-16.
12. Budget: The superintendent should direct the preparation of the 2015-2016 budget to correct the current situation where less than 45% of the districts funds are devoted directly to the classroom. The Superintendent should also immediately place a freeze all non-essential , non-classroom expenses.