



VSA Fall Meeting

September 21, 2017
Rebecca Holcombe



Welcome to the New
Superintendents!





It is not that who we have been isn't great.
It is that the world has changed, and it demands
we change too.

American Community Survey (ACS) September 14



From 2015 to 2016:

- Vermont's population decreased by 1,494, or 0.24%. This is the second largest population decline in the country, topped only by West Virginia.
- Vermont's poverty rate increased by 1.7%, the largest increase and only statistically significant increase in the nation.
- At the same time, the nationwide population increased by 0.7% and the poverty rate declined by 0.7%.

Technological Innovation



① dominance
② seg.

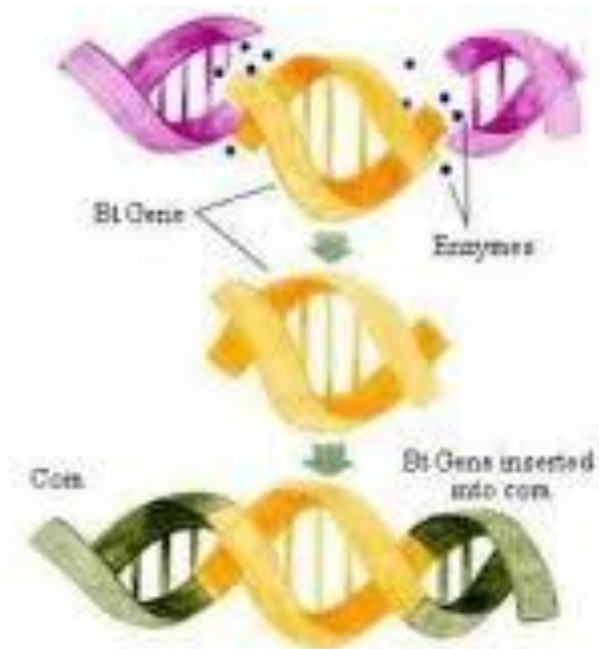
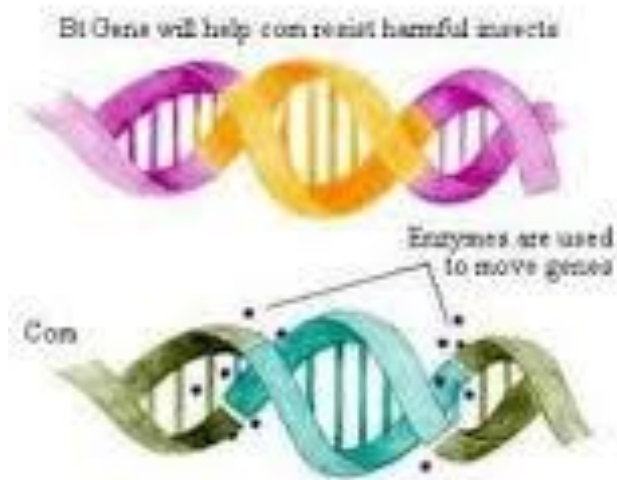
Mendel and His Peas



1865



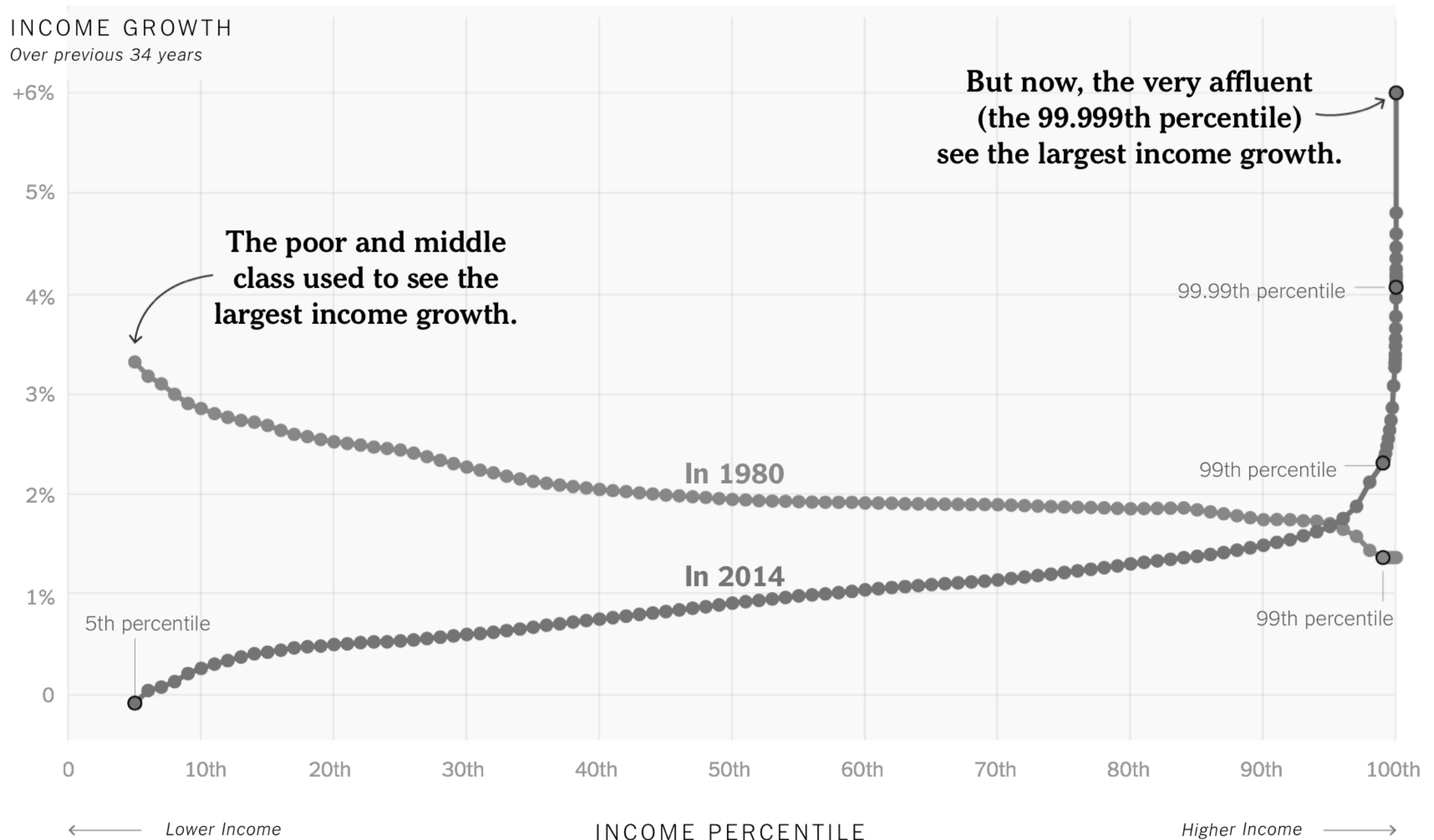
Technological Innovation



Technological Innovation

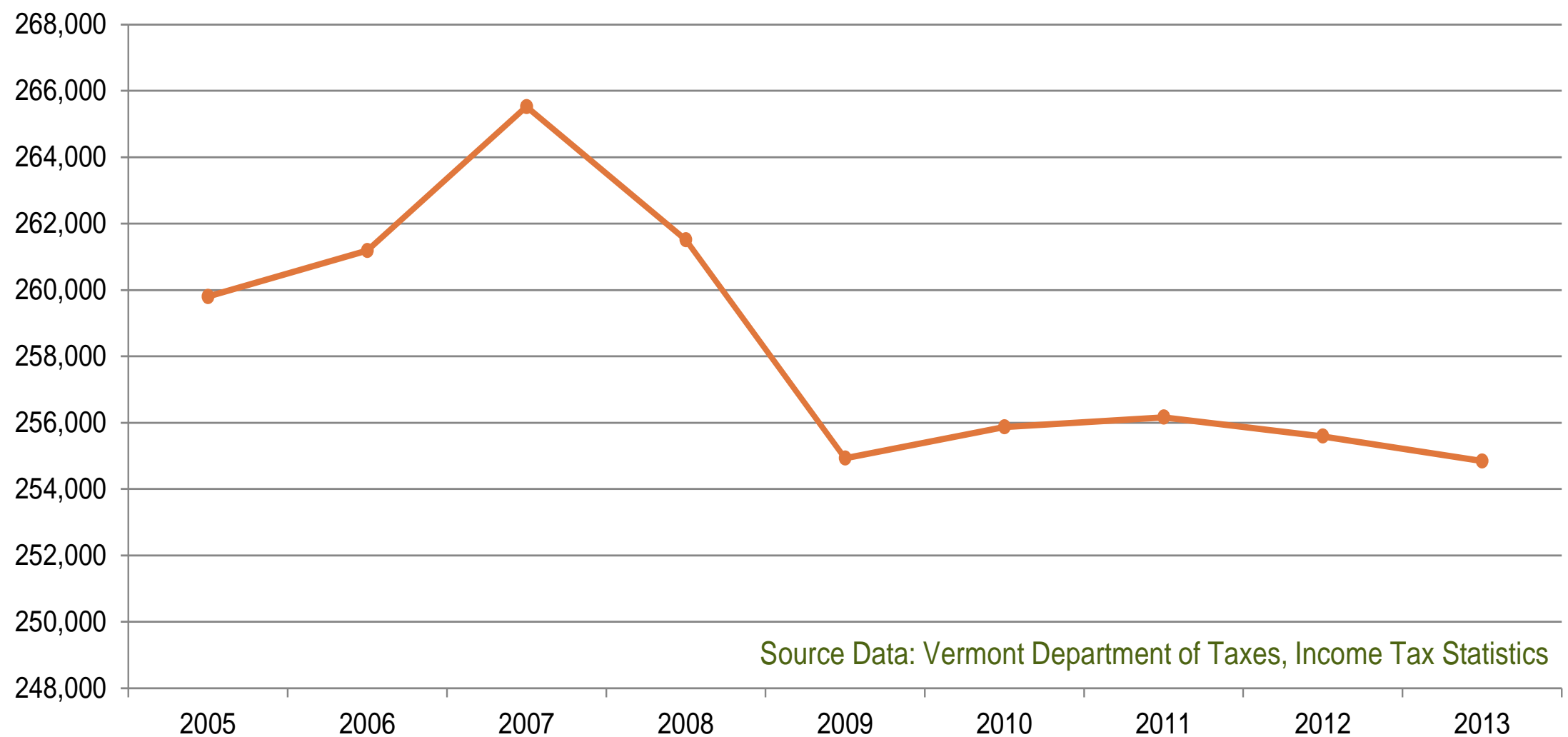


Globalization and Inequality



Note: Inflation-adjusted annual average growth using income after taxes, transfers and non-cash benefits.

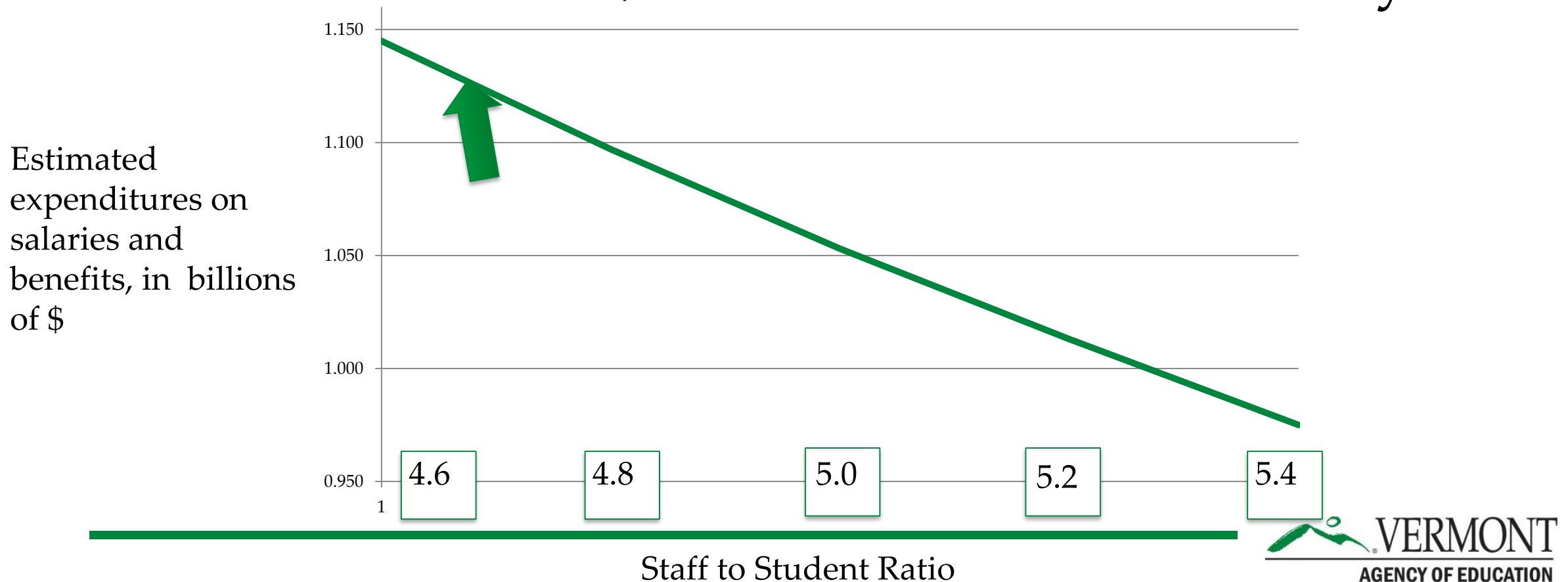
Fewer state income tax returns for resident taxpayers under age 65



Thought Exercise

(of course, real life is not this simple)

- Our student-to-staff ratio is about 4.67 to 1.
- If, through planned retirements, the statewide ratio were increased to 5 to 1, we would hypothetically save an estimated \$74 million dollars annually.



*Not everything that is
faced can be changed,
but nothing can be
changed until it is faced.*

- James Baldwin

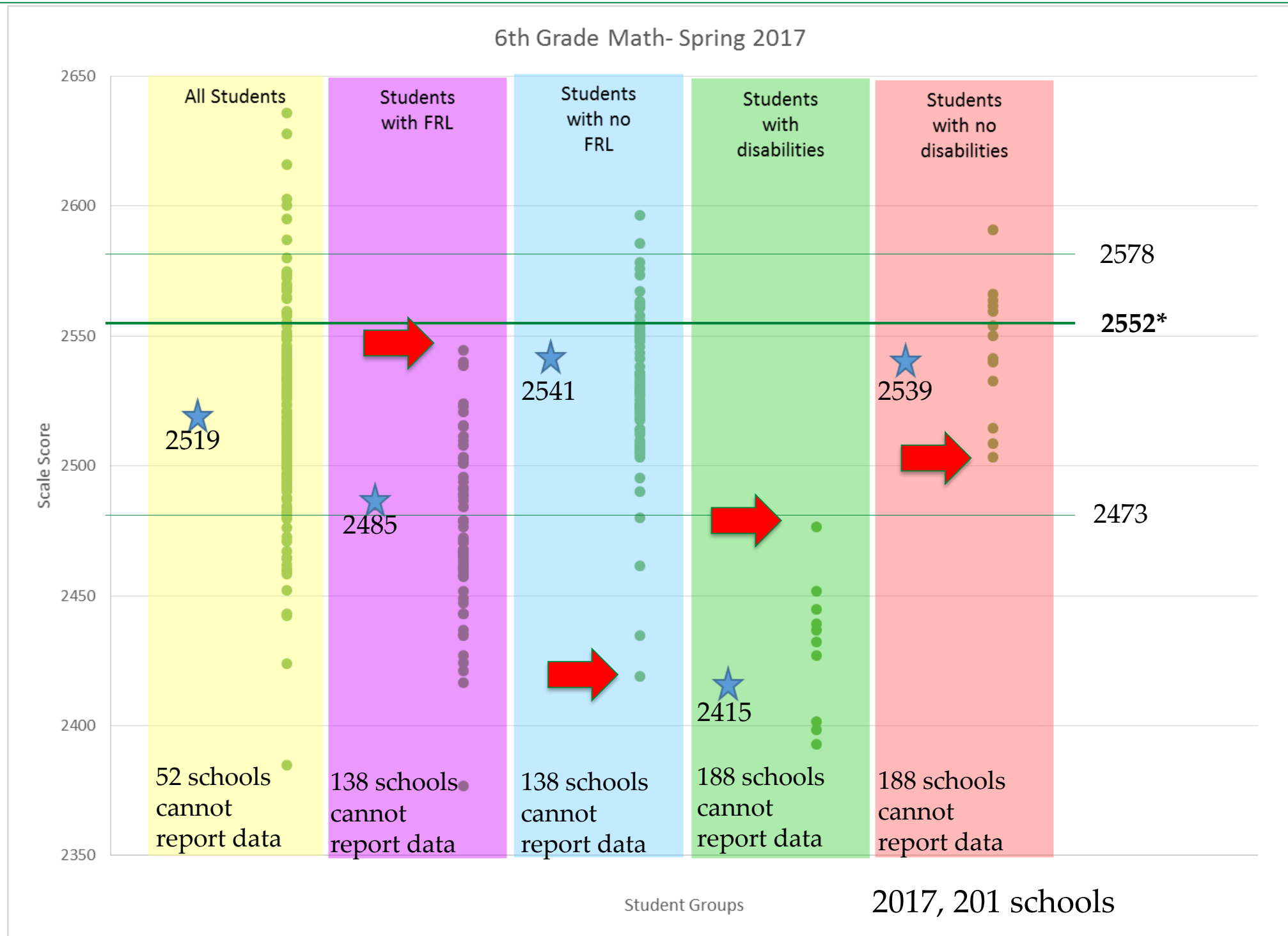




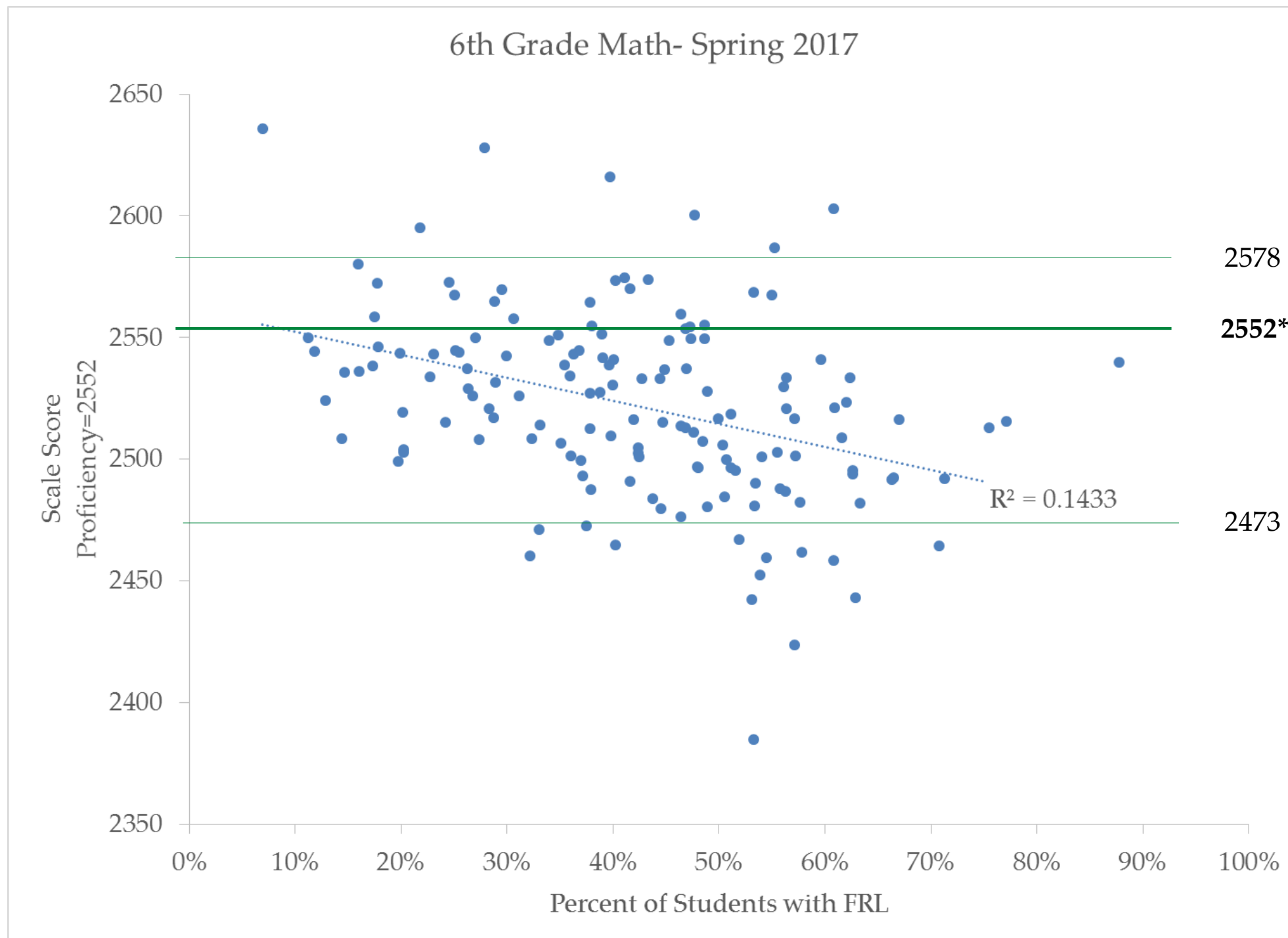
State Assessments:

- No single test can measure everything that matters.
- Good tests provide data that help us improve.
 - identify **areas of strength** (promising practices and successes).
 - identify **areas for growth** (places where we are not achieving the high goals we have set for ourselves).
- Reading, writing and math are not all that matters, BUT there is no path out of poverty for students who don't develop these skills.

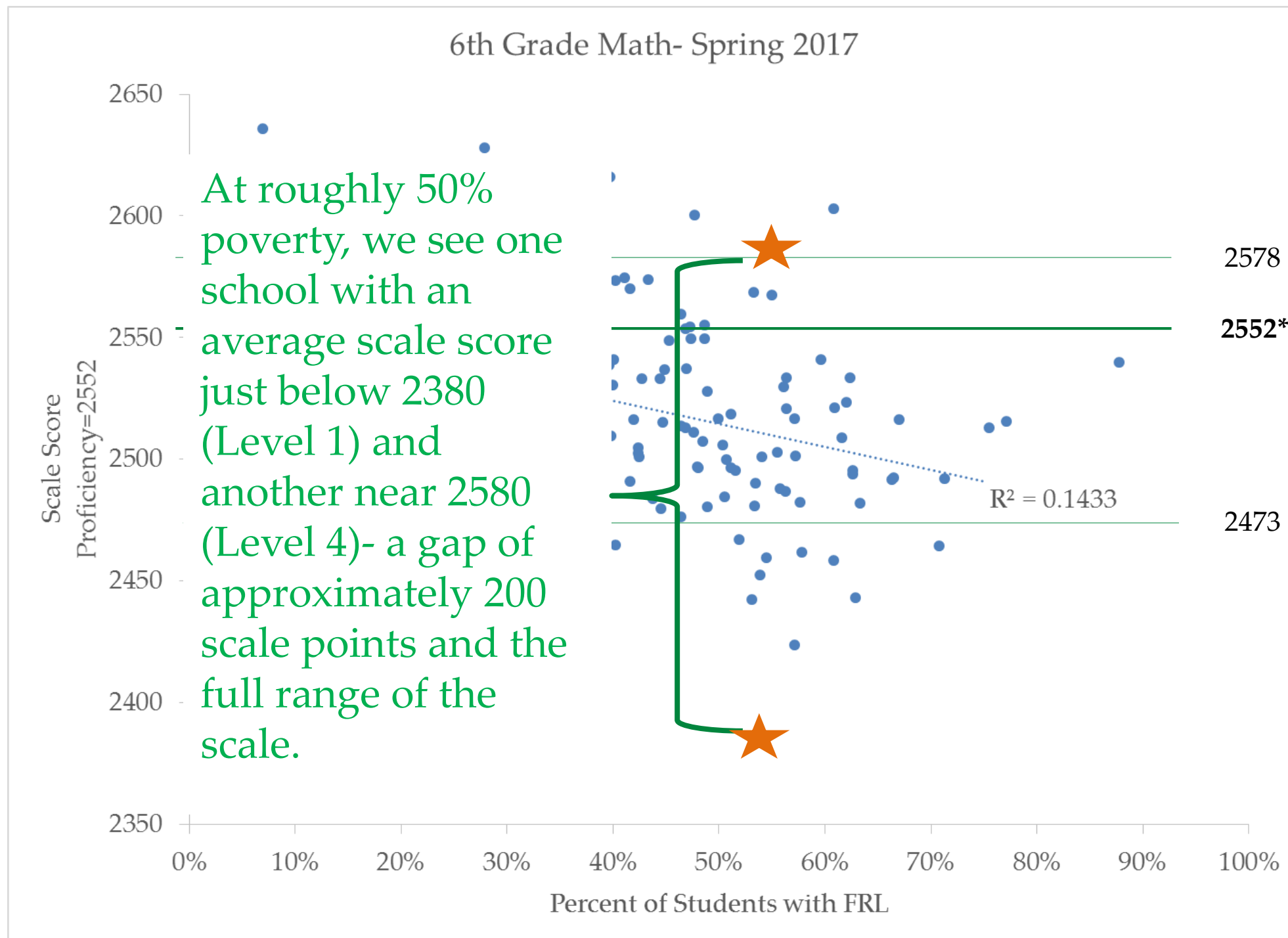
Exploring Patterns of Inequity



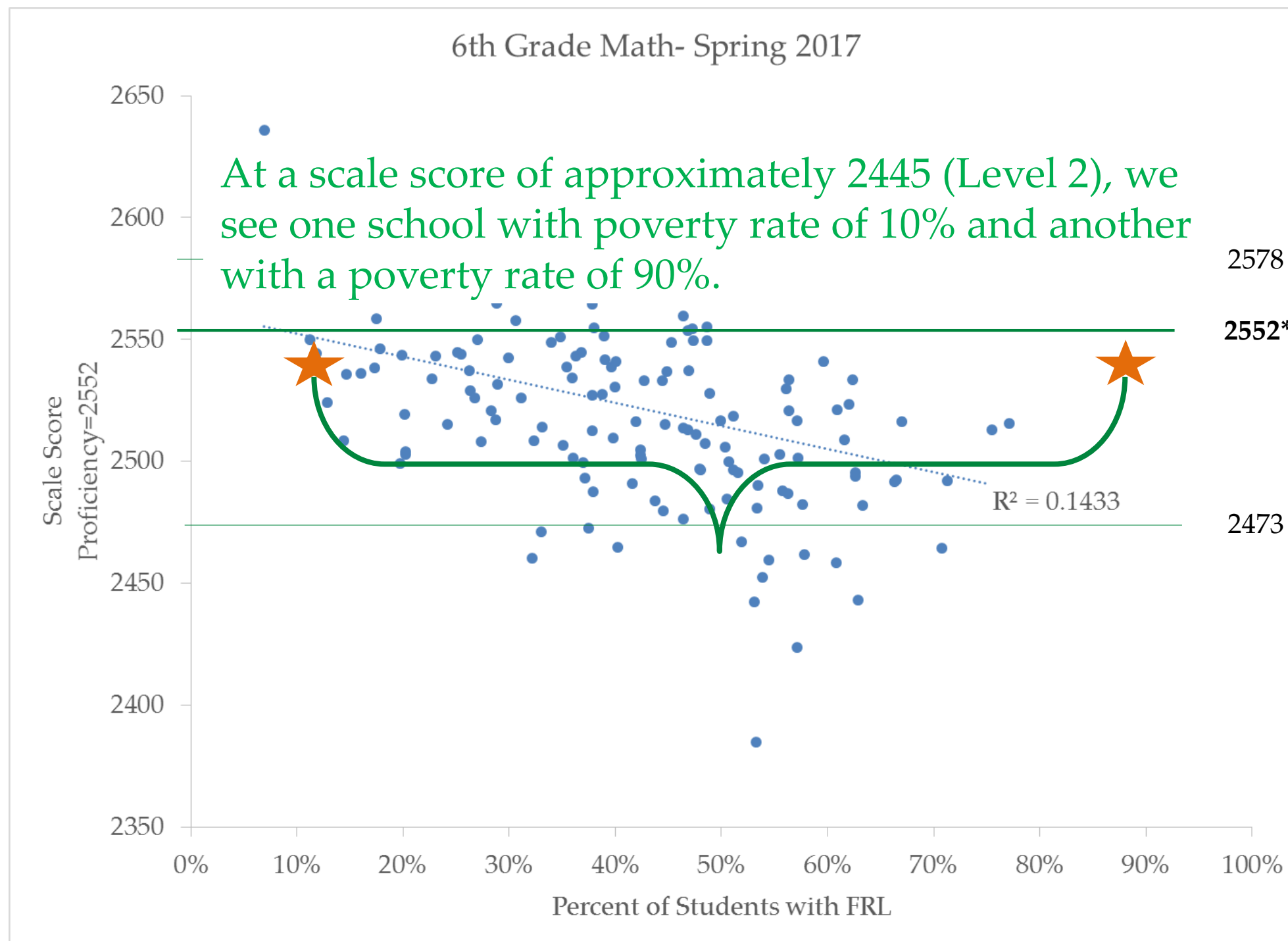
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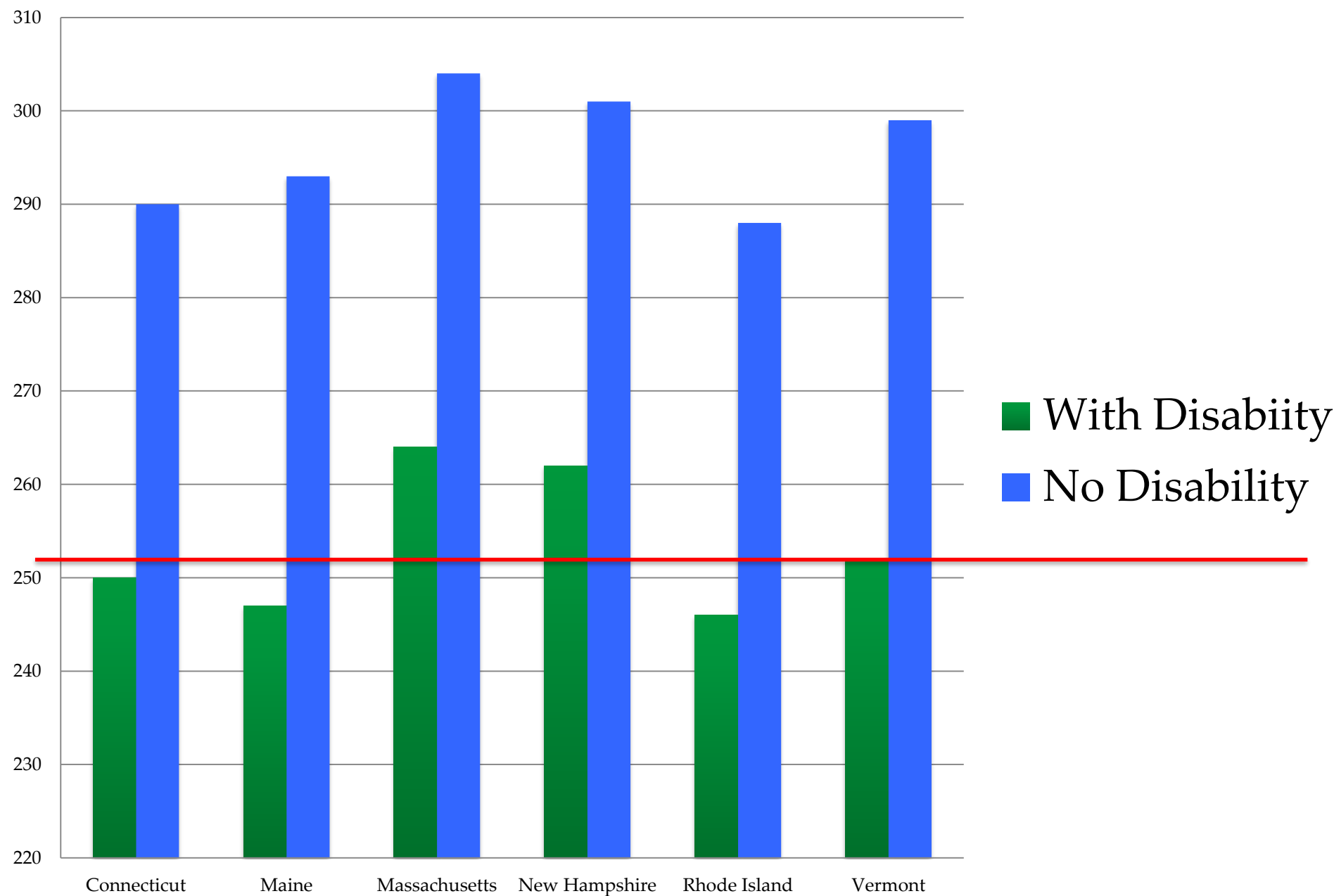


Exploring Patterns of Inequity



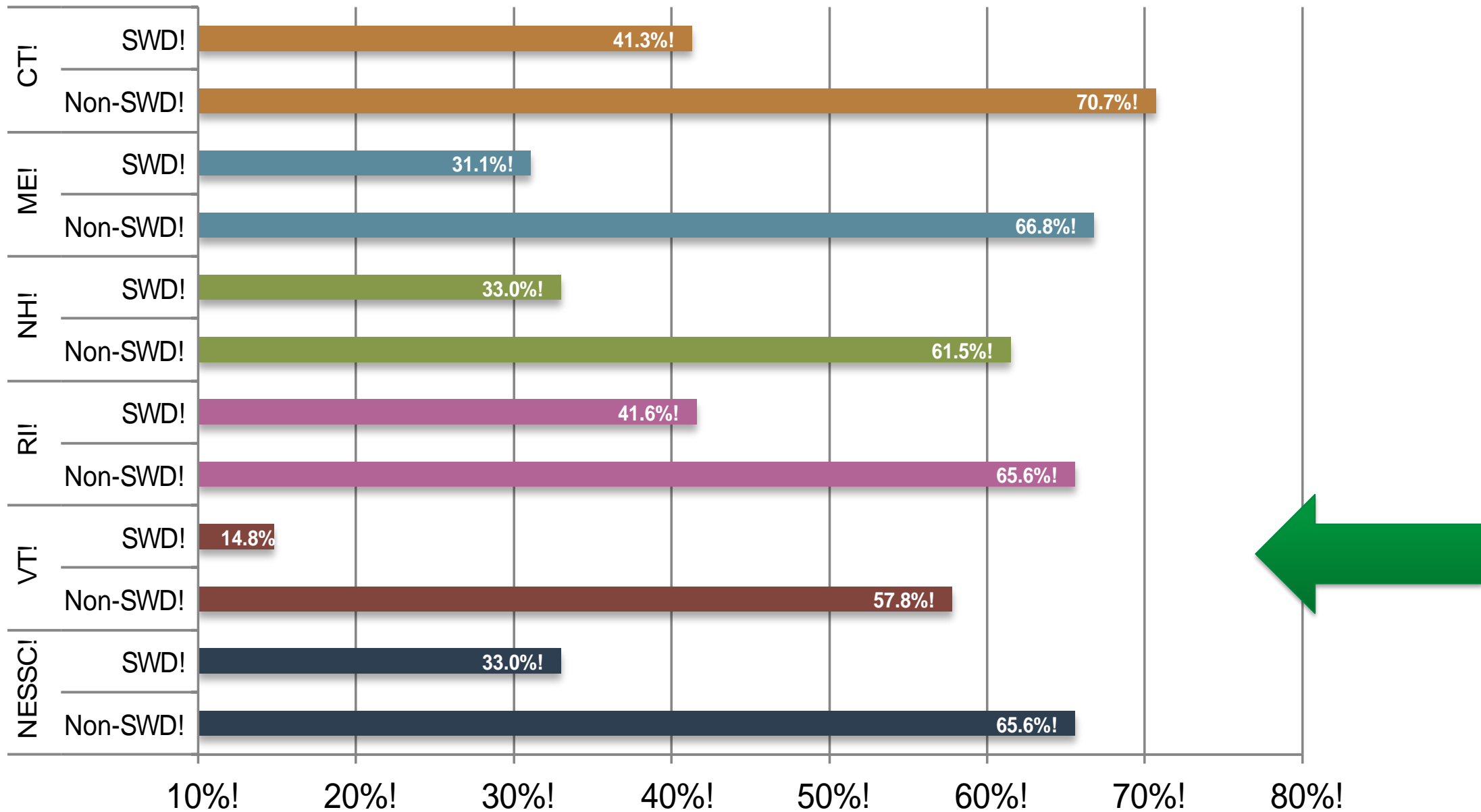
Responsibility for averages....

2015 NAEP Mathematics Scores in Grade 8 by State



Responsibility for averages....

2015 College Enrollment: Students with Disabilities





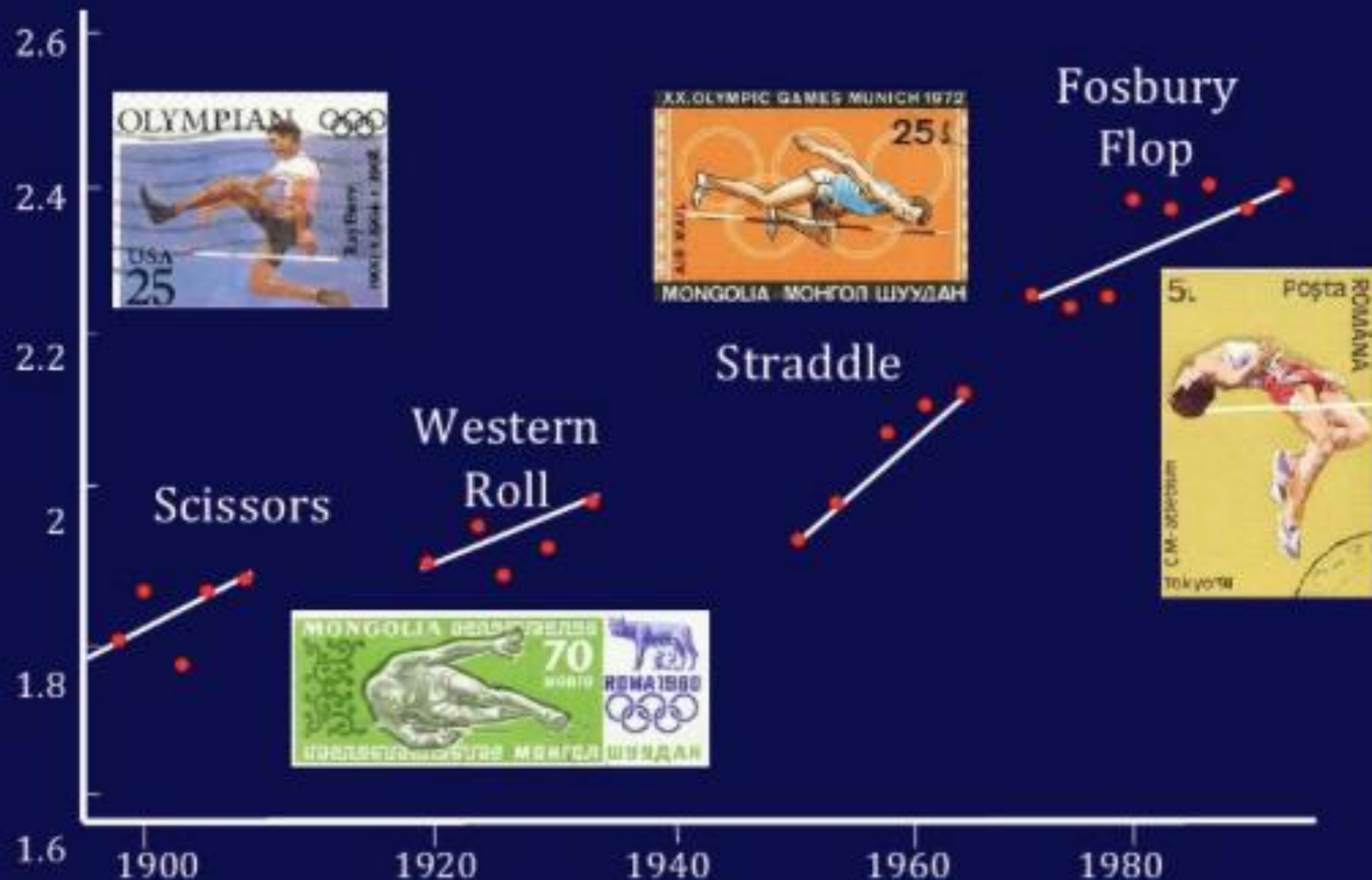
Our identified students with disabilities:

- represent a growing proportion of our student population,
- account for a growing proportion of every education dollar, and
- have outcomes worse than peers without disabilities.

In addition, some lagging indicators (e.g. post-secondary enrollment and employment data) suggest these students in VT may not do as well as students with disabilities neighboring states, despite higher levels of expenditures.

Are we using the right play book?

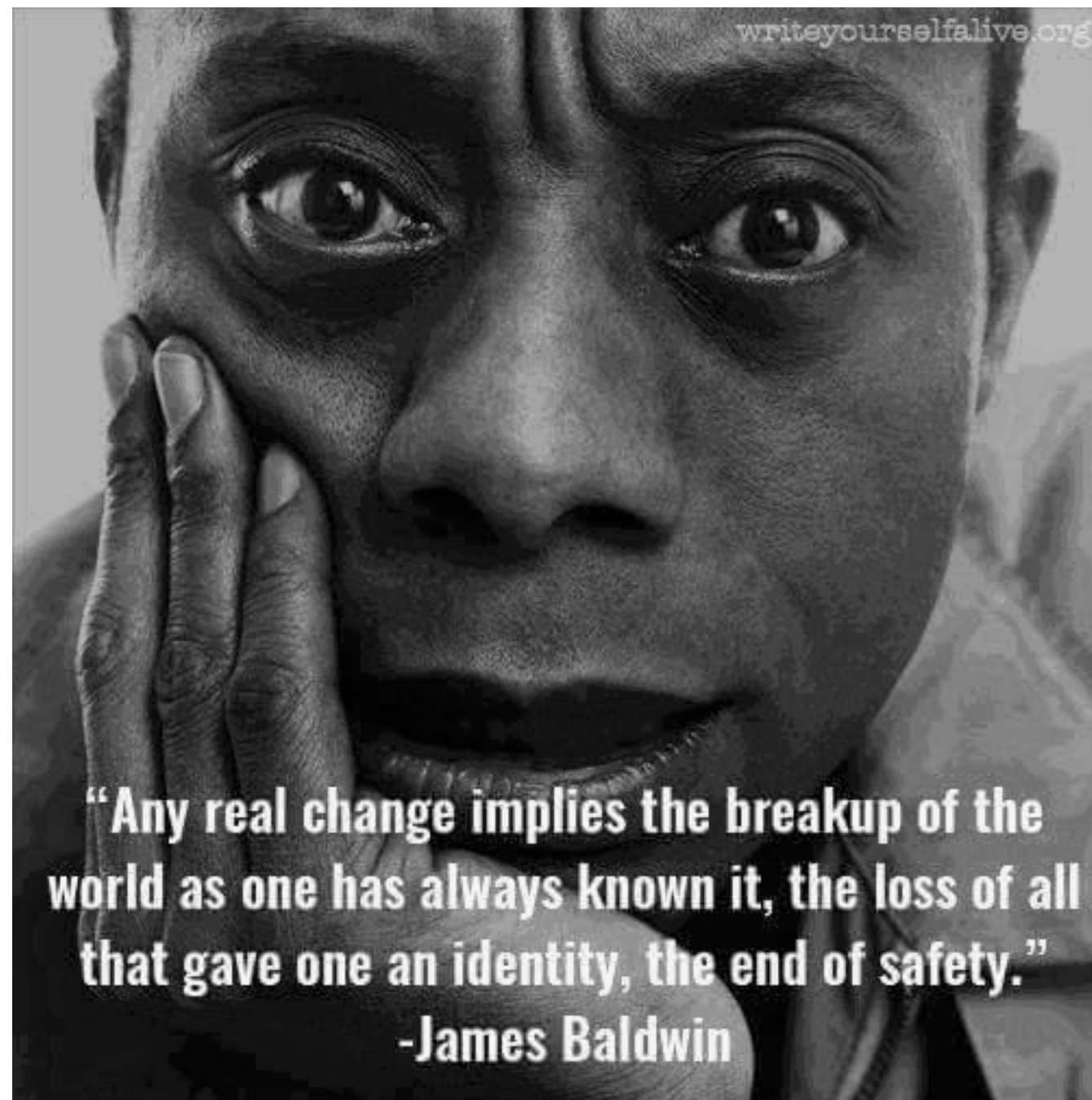
Olympic Gold Medal Winners in High Jump



William F. Achtmeyer Center for Global Leadership - Tuck School of Business at Dartmouth

Source: Pascale

Good systems are equitable systems.



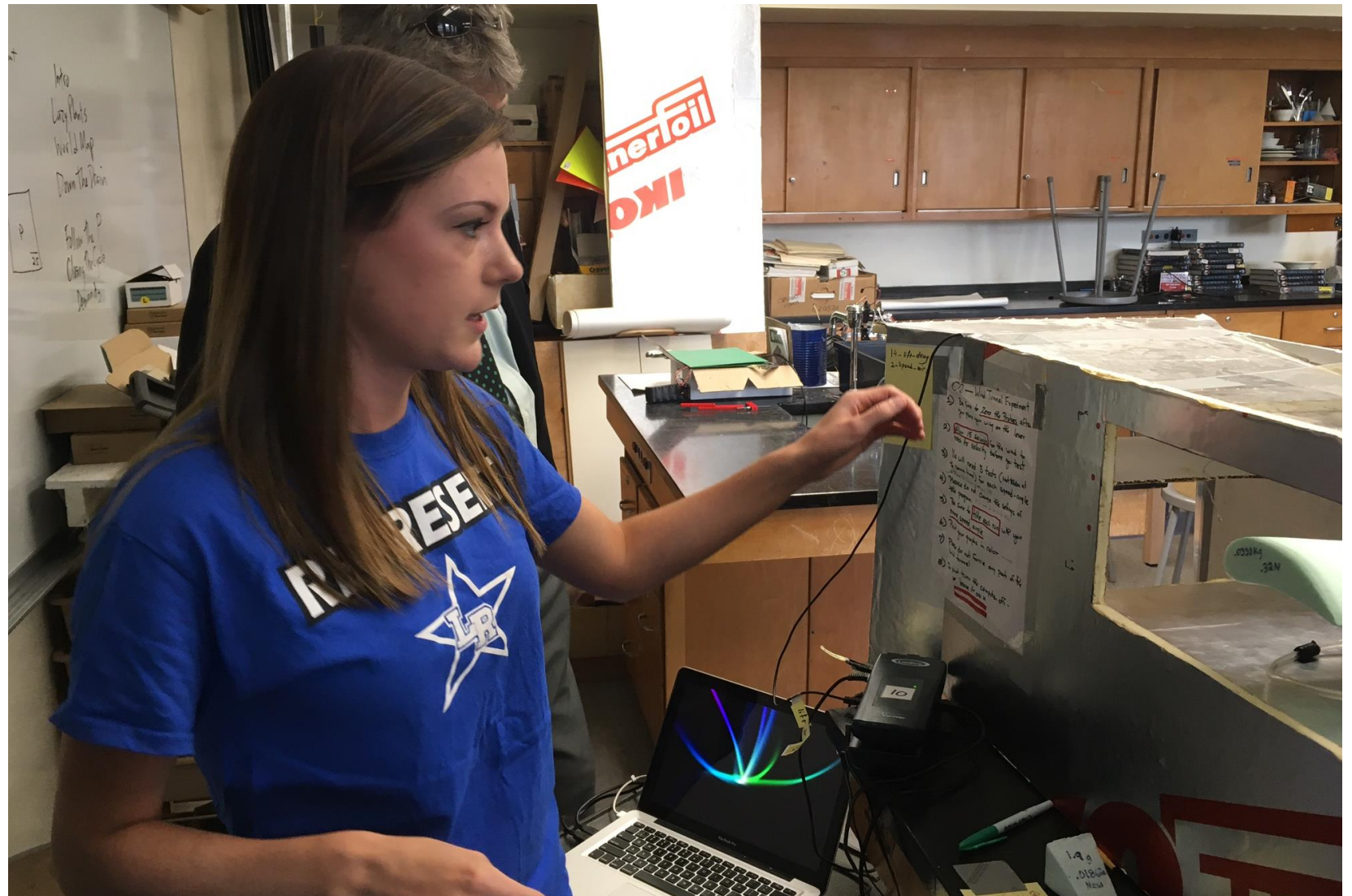
Equitable systems are intentional.



How do we make
Universal Design for
Learning what we do in all
aspects of our work?

Can we commit to good universal primary instruction and high expectations? Do we know what that looks like?

- Be rigorous
- Be engaging
- Be demanding
- Be disciplined
- Be creative
- Be courageous



Teaching matters.
If we claim credit for success, we
also have to take ownership when
students don't thrive.

These are all our
children. We will
profit by, or pay for,
whatever they become.

James Baldwin