Reimagining the Traditional SPF

August 14, 2019
Committee Launch Meeting
TODAY’S OBJECTIVES

Ground in the “why” of this work.

Workshop our draft charge and draft topics of focus.

Look ahead to plan well, together.
What motivated you to volunteer so much of your time to serve on this Committee?
WHAT I have LEARNED
We Always Ask: Will it break historical patterns of inequity so that every single one of our students thrives – not by accident, but by design?

LOOKING AHEAD: Success by Design

INSTRUCTIONAL EXCELLENCE

COLLABORATIVE TEAMWORK

EQUITY

Asset-Based Mindset
High Expectations
Feedback & Support
Authentic Partnerships
Conditions for Learning
People working together in a strong community with a shared goal and a common purpose can make the impossible possible.

Tom Vilsack
WHAT I have LEARNED
OUR DRAFT CHARGE

Reimagine the traditional SPF in a manner that:

- **Represents our promises** to students and families and across schools about the baseline outcomes we will create for students;

- **Centralizes equity**, as equity represents our most important work going forward;

- **Simplifies measures** to the maximum extent possible and creates a tool that is easier to understand;

- **Is unifying** across school models and governance types.
TABLE ACTIVITY
WORKSHOPPING OUR *DRAFT* CHARGE

- Individual think time:
  - Underline what is resonating,
  - Circle words or phrases where there are questions, and
  - Write down in white space what seems missing (5 minutes)
- Turn and talk with a table partner about what’s coming up for you (10 minutes)
- Whole group share out (10 minutes)
WHAT HAPPENS NEXT
WORKSHOPPING OUR DRAFT CHARGE

We will:
1. Collect your handouts and compile all feedback;
2. Iterate on this “charge statement” based on your feedback;
3. Send you a new version before our next meeting.
4. Finalize “the charge” with you at the next meeting; and
5. Answer any questions we didn’t get to today in writing before our next meeting.
WHAT I have LEARNED
ANTICIPATED TOPICS

- Understanding DPS and State SPFs & Federal Mandates
- Whole Child & School Culture
- Early Literacy
- Growth and Grade-Level Achievement
- New Graduation Requirements
- Academic Gaps and Broader Equity Measures
ACTIVITY
WORKSHOPPING OUR DRAFT TOPICS

● We’ve posted sheets for each topic, plus a sheet for what’s missing, around the room.
● Individual reflection time. (5 minutes) Prepare to use your markers to:
  ○ Put an exclamation point (!) on topics of high interest to you.
  ○ Put a question mark (?) on items you need to know much more about.
  ○ Write your ideas about what topics are missing on the “What’s Missing?” sheet.
● Walk the room and make your notations. Observe what others have shared. (15 minutes)
● Whole group share out and summary. (10 minutes)
WHAT HAPPENS NEXT
WORKSHOPPING OUR DRAFT TOPICS

We will:

1. Iterate on these topics based on your feedback;
2. Send information to you before our next meeting; and
3. Finalize topics with you at the next meeting.
This group will “go deep” into at least one topic at each meeting. You will receive materials in advance.

Monthly reports, which will summarize discussions and share open questions, will be:

- Posted online for comment, so we can gain insights from other stakeholders; and
- Shared specifically for feedback with other groups, including the Student Board of Education and the District Accountability Committee.

All feedback will be shared with this group before final determinations are made.

You can thus expect that each meeting will be part “looking back” to gain final consensus on the prior meeting’s topic.
Assuming this process results in a much simpler SPF, the changes to the SPF should roll-out as follows:

**Fall 2020**
New SPF rolls out side-by-side with historical SPF on a “hold harmless” basis

**Fall 2021**
New SPF formally rolls out; historical SPF drops
PLANNING AHEAD, TOGETHER
About the Process

Once this group has finalized its recommendations, the Superintendent will convene an Implementation Committee to support with any questions that arise between finalization of recommendations and the roll-out of the new SPF.

That group will include:

1. Three representatives this group will select;
2. Leaders from across the family of schools; and
3. District staff with responsibility for production of the SPF.
PLANNING AHEAD, TOGETHER
An Important Norm

Change processes like this one often feel ...

- Messy
- Disorganized
- Less Productive
- Emotionally Charged

We must stay in it, together!
PLANNING AHEAD, TOGETHER
ABOUT THE PRESS

It’s very likely members of the press will contact at least some of you during this months-long process.

You can:

1. Talk to the press.
2. Not talk to the press.
3. Redirect the press to:

Will Jones
DPS Director of Media Relations
WILL_JONES@dpsk12.org
24 hour media line: 720-448-3751
How Was This Committee Selected?

- DPS received about 160 applications for 30 seats on the Committee
- We used a selection panel, which was made up of two student representatives, a representative from the Mayor’s Office and DPS staff.
- That selection panel prioritized seating a committee that included:
  - One parent/guardian, one teacher and one leader from every region of the district
  - A smaller number of “at large” seats
  - Demographic diversity
  - Grade level -- elementary, middle and high school
  - “Family of schools” representation

Later this week, we will be posting information about the selection panel, its process and the names of committee members on our website to support full transparency.
What do you look forward to as we embark on this work, together?
"There is no power for change greater than a community discovering what it cares about."

MARGARET J. WHEATLEY
Thank You!

September 11
4:30-7:30 pm
North High School, Lecture Hall