

Success by Design

STATUS OF ENTRY PLAN ACTION ITEMS | August 2019



EQUITY

Negotiated to increase the ProComp incentives for teachers in the highest-poverty schools to \$3,000 and Title I schools or hard-to-fill positions to \$2,000

ALIGNING EQUITY EFFORTS

Synthesized 5 board resolutions, the work of 6 community task forces and 2 district plans to *create 1 recommendation* that will inform the district's next multi-year strategy



RESTORATIVE PRACTICES

18 professional learning opportunities conducted for more than 250 attendees

ON-TRACK TO GRADUATE TOOL

Developing individualized reports for each high school student — more than **26,000** in total — to show progress toward successfully completing competency-based graduation requirements



LEARNING FROM OUR STUDENTS AND COMMUNITY

Hosted **2 Latinx film screenings** and a **DPS alum panel discussion** to hear from former students

Spoke at the **Asian Advisory Council Awards** ceremony and attended the **Native American Student Support Services** graduation

TRAUMA-INFORMED PRACTICES

102 schools and **40** departments trained on Trauma-Informed Practices



BLACK AND BROWN EXCELLENCE COLLABORATION WITH DPS FOUNDATION

Engaged the DPS Foundation Board of Directors around future opportunities to support our black and brown students, in alignment with district priorities

ETHNIC STUDIES COURSES

Met with every HS to promote Ethnic Studies course enrollment

INSTRUCTIONAL EXCELLENCE

PSAT/SAT PREP RESOURCES

In partnership with Kaplan, provided free SAT tutoring to 200 high school students across 4 sites



CLASSROOM OBSERVATIONS

Visited **36** schools to observe classroom instruction and academic rigor



TEACHER ADVISORY COUNCIL

Creating Teacher Advisory Council that will launch in September



SPECIAL EDUCATION TASK FORCE RECOMMENDATIONS IMPLEMENTATION

Set into motion the "Inclusion Board Resolution" that commits DPS to demonstrating inclusive practices in serving students with disabilities

SCHOOL AUTONOMY EVALUATION

Conducted financial analysis of Gifted and Talented, Whole Child, Special Education services and more to inform future staffing decisions

FORMED QUALITY SCHOOLS TASK FORCE

Reviewed 160 applications and selected 30 participants to help **DPS reimagine the School Performance Framework (SPF)**



DISTRICTWIDE TEXT STUDY ON THE OPPORTUNITY MYTH

Worked with principals on the **critical importance of rigor** for low-income students, African American students and Latinx students

COLLABORATIVE TEAMWORK

Met with **17 civic leaders** and **33 community and advocacy groups**



Gathered feedback from more than **200 community members** and **650 educators, school leaders and school-support staff**

COMMUNITY ENGAGEMENT

Designing a plan and process for community engagement with the board to build trust and empathy



BOARD RETREATS

Hosted **two** board retreats to set expectations and agendas for first year

UNION LEADER MEETINGS & COMMUNITY ENGAGEMENT

Met with **7 union leaders** to ask key questions and listen to feedback

CHARTER LEADER MEETINGS

Partnered with **charter leaders** to establish opportunities for collaboration

Analyzed more than **1,000** individual responses to key questions



FAMILY AND COMMUNITY ENGAGEMENT (FACE) LEADER HIRE

Recruited a **new team member** to build connections across our community

TEAM DPS TOWN HALLS

Hosted **six** town halls with central office teams to increase two-way communication and inspire a shared vision of success

TWITTER CHAT

Engaged community and **#teamDPS** to share ideas and comments on Twitter and with the broader education community



DEVELOP BOARD RELATIONSHIPS

Successfully implemented **weekly** meetings with board members to strengthen the effectiveness of team

The Cornerstones of Our Work

For our efforts to be successful, we must narrow our focus to a smaller set of priorities that will make a big difference for students. We must use our resources effectively and efficiently. And we must hold ourselves accountable, by listening, reflecting and learning from missteps and new information. We've established three cornerstones as the foundation for all that we do in the unwavering pursuit of our vision — as well as high-impact strategies that will help us make that vision a reality:



Equity

We affirm our students for who they are and support them to excel as we know they can.

High-impact strategy for 2019-20:

- Develop asset-based, culturally responsive mindsets so that all of Team DPS can better serve and support our students and families by engaging in equity audits, book studies and professional development.

Instructional Excellence

We provide the highest quality instruction to each child, every day.

High-impact strategy for 2019-20:

- Mobilize our resources around early literacy and K-12 math.
- Ensure that educators put rigorous, grade-level tasks in front of all students.
- Provide a clear pathway for students to demonstrate high school competency, including access to advanced coursework and CareerConnect professional opportunities, so that they are prepared to achieve their career and college goals. We will monitor every high school student's progress with a new system that ensures parents and families also have access to this information.

Collaborative Teamwork

We work hand-in-hand to ensure Every Child Succeeds.

High-impact strategy for 2019-20:

- Build collaborative, K-12 relationships with families, schools and community partners in each region, so we can work within our communities to support our students every step of the way.
- Reimagine the School Performance Framework (SPF) so that it better reflects what our families, communities and educators value most, with the leadership and recommendations of the [Quality Schools Task Force](#).

