Denver Plan Goals Development
Network Meetings
February 2014
Why update the Denver Plan?

The Denver Plan is our opportunity to articulate as a community:

- **What we believe in?**
- **Where we are going?**
- **How we are going to get there?**
Agenda

- Discuss Denver Plan development plan
- Quickly review draft core beliefs and goals, which should be familiar
- Group activity developing Denver Plan strategies
- Next Steps with request for school leader support soliciting feedback
What will the plan look like?

• Goal is to finalize plan in June
• It will be short and sweet
  • Shared vision
  • Core beliefs and core values
  • Theory of Action
  • 3-5 five-year outcomes
  • 3-5 high-level strategies
• Subsequent phases will go into more depth
Denver Plan Development Process

Board-led process to draft Vision, Theory of Action, Goals and Core Beliefs

Internal and External engagement process to receive feedback on Theory of Action, Goals and Core Beliefs

Internal engagement process to draft 3-5 core strategies

2014 Denver Plan Drafted

2014 Denver Plan Introduced

Internal and External engagement process to receive feedback on Draft Plan

January - March

April - May

June
**Initial Core Beliefs**

- All children come to us with talent and potential.
- Our diversity is a wonderful gift and equity is at the core of our mission.
- We can and will eliminate the achievement gap.
- Major change is necessary to ensure all children succeed.
- Strong teams of great educators make the difference.
- Our children need all of us.

**What We’ve Heard**

At the Universal meeting, we heard the need to incorporate additional points, such as:

- Need for support of parents and community
- Opportunity to strengthen commitment to eliminate achievement gap
- Strong history of innovation in this district

The Board, responding to this feedback and additional comments, will develop a revised set of core beliefs.
The Board of Education has developed the following outline for five years. While these are still draft, we would like to spend some time today developing strategies that can best help us achieve these goals

1. **GRADUATION READINESS**: Goal targeting five year graduation rate (80-90% by year 5) while reducing students’ need for remediation

2. **SCHOOL READINESS**: Grade-level goals that indicate preparedness to graduate college and career ready at Kindergarten, 3rd grade, 8th grade and 11th grade

3. **SOCIAL/EMOTIONAL LEARNING**: Goal focused on DPS students learning and exhibiting important Success Factors

4. **ACHIEVEMENT GAP**: Goal that commits DPS to close the achievement gaps on important academic measures for race/ethnicity groups, FRL, ELL students and students with special needs

5. **DISTRICT OF CHOICE**: Goal that targets the share of school age children in Denver attending DPS and that indicates that DPS is the employer of choice in urban education
Objective

Develop the 4-5 high level strategies that will guide our district to achieving these goals

Example

**GOAL:**
Win the Super Bowl next year

**STRATEGY:**
Assemble the most intelligent and athletic team we can

**TACTIC:**
Re-sign Knowshon Moreno and Eric Decker to an affordable deal
1. **DIVIDE** into groups of 8-10 people

2. **INDIVIDUALLY BRAINSTORM** key strategies that you believe are necessary to realize our goals. Write each strategy on a Post-It note (5 minutes)

3. **SHARE** within your groups, addressing any open questions and removing any duplicates (5-10 minutes)

4. **GROUP** strategies into 3-5 common themes and develop one high-level strategy to summarize each group (10 minutes)

5. **PRESENT** 3-5 high-level strategies to the rest of the team (3 minutes per group)
Share Out
Next Steps

Multiple ways to engage your faculty and community around the Denver Plan

- Facilitate a session on Core Beliefs feedback and/or Strategy Development during February or March with your faculty
- Facilitate a faculty session on draft plan feedback in April or early May
- Support parents who may want to host similar discussions with your CSC
- Support Board of Education town-halls which are being scheduled in your region during the early March time frame

Denver Plan Team is developing toolkits to support you in this engagement with materials and detailed directions. Toolkits will be delivered the **week of February 17th**

You will have an opportunity at an upcoming Network meeting to review and provide input on a draft version of the Denver Plan

For any questions, please e-mail dustin_kress@dpsk12.org and nikole_brunscarey@dpsk12.org (information will also be included in toolkits)
You are part of the vision – thank you!