Success by Design: Status of Entry Plan Items
August 2019

**EQUITY**
Negotiated with the teachers’ union 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

**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

**INSTRUCTIONAL EXCELLENCE**

**PSAT/SAT PREP RESOURCES**
In partnership with Kaplan, provided free SAT tutoring to 200 high school students across 4 sites

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

**TEACHER ADVISORY COUNCIL**
Creating council of 15 teachers representing the diversity of our district across grade levels, content areas, demographics, school structures, regions and tenure that will launch in September

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

**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

**TEAM DPS TOWN HALLS**
Hosted six town halls to give central office team members time to get to know Susana and the Senior Leadership team, reflect on the challenges of the 2018-19 school year and hear about our vision for DPS in 2019-20 and beyond

**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

**ETHNIC STUDIES COURSES**
Met with every high school to review Ethnic Studies course enrollment and identify barriers to access

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

**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

**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

**CLASSROOM OBSERVATIONS**
Visit 36 schools to observe classroom instruction and academic rigor

**DISTRICTWIDE TEXT STUDY ON THE OPPORTUNITY MYTH**
Launched text study with principals to raise understanding about the critical importance of rigor for low-income students, African American students and Latinx students

**FORMED QUALITY SCHOOLS TASK FORCE**
Reviewed 160 applications and selected 30 participants to help DPS reimagine the School Performance Framework (SPF)

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

**DPS ALUM PANEL**
Hosted two DPS alum panels to gather information and feedback from former students

**CHARACTER LEADER MEETINGS**
Partnered with charter leaders to establish opportunities for collaboration across the family of schools in 2019-20 and beyond

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

**SPECIAL EDUCATION TASK FORCE**
Conducted financial analysis of Gifted and Talented, Whole Child, Special Education services and more to inform future staffing decisions

**CHARTER LEADER MEETINGS**
Partnered with charter leaders to establish opportunities for collaboration across the family of schools in 2019-20 and beyond

**TWEET CHAT**
Engaged community and teamDPS to share ideas and comments on Twitter and with the broader education community
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.