District Accountability Committee
January 26th, 2016
Meeting Objectives

• Provide update on flexibility process and timeline

• Review summary of flexibility data to date, including consultations and decisions

• Review and clarify School Performance Compact policy and criteria
School-Based Flexibilities
Denver Plan 2020

Overarching Goal: Great schools in every neighborhood
By 2020, 80% of students from every region within DPS will attend a high performing school in their region, as measured by the district’s school performance framework.

FURTHER GOALS
2. School Readiness
3. Ready for College and Career
4. Support for the Whole Child
5. Close the Opportunity Gap
Denver Plan 2020 Strategic Priorities

- Leadership
- Teaching
- Flexibility
- Invest Early
- Culture
<table>
<thead>
<tr>
<th>What will stay the same for every school?</th>
<th>What areas can schools opt in for support?</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Denver Plan 2020 Goals</td>
<td>• District-wide adopted curriculum</td>
</tr>
<tr>
<td>• Vision of a DPS Classroom</td>
<td>• District-wide professional learning options related to curriculum</td>
</tr>
<tr>
<td>• Vision of a DPS Graduate</td>
<td>• District produced or purchased interim and READ Act assessments</td>
</tr>
<tr>
<td>• Commitment to equity and DPS core values</td>
<td></td>
</tr>
<tr>
<td>• Focus on data-driven instruction</td>
<td></td>
</tr>
<tr>
<td>• LEAP, LEAD</td>
<td></td>
</tr>
<tr>
<td>• Teacher Leadership and Collaboration</td>
<td></td>
</tr>
<tr>
<td>• Observation, feedback &amp; coaching</td>
<td></td>
</tr>
<tr>
<td>• Network support (academic partners)</td>
<td></td>
</tr>
</tbody>
</table>
Timeline

1/8: Flexibility Submission Form Open
1/11-1/26: Consultations
2/5-2/12: Initial Budget Meetings
2/12: Final Decisions Due in Flexibility Submission Form
2/12: Budget Forms Due from Schools
TBD: District Curr. Materials Ordered
3/25: School Plans Due (Date Tentative)
May/June: Materials at school
July/August: Professional Learning

January - Ongoing: Phase 2 Scope and Planning
School-Based Flexibility

Making your Decision

Be Informed: Training and Resources
- Webinars on 12/15 and 12/16
- Curriculum Roadshows in December and January
- Resource Website: Flexibility.dpsk12.org
- Strategic Planning Questions and Legal Requirements

Plan Strategically: Engage your ILT
- Use Strategic Planning Questions with ILT and IS to inform decision making
- Consider student need, capacity, culture, budget and projections
- Review options and discuss potential decisions
- Understand legal requirement and guidelines of your choices
- Consult your IS for feedback and thought partnership

Get Support: Attend Consultations
- Meet with experts from Curriculum, ARE, and ELA
- Review curriculum and assessment Adoption Consultation Guides
- Ask questions and get feedback on your tentative decisions
- Ensure your tentative decisions meet legal requirements

Confirm Funding: Meet with Budget Partner
- Inform Budget Partner of intended decision
- Review School-Based Budget
- If declining to opt-in, confirm funding availability to implement resource(s)
- Finalize budget

Finalize Decisions: Flexibility Submission Form
- Enter decision in Virtual Flexibility Submission Form
- If declining to opt-in, sign acknowledgments of responsibility
- If declining to opt-in, confirm replacement resource
- Submit!

Implement: Prepare your School
- Communicate decisions to your staff and families: Adjust capacity
- Receive (opt-in), purchase/create (decline to opt-in) materials
- Attend (opt-in) or facilitate (decline to opt-in) professional learning
- Follow universal accountability processes
# Flexibility Decisions

<table>
<thead>
<tr>
<th></th>
<th>K-2 Literacy</th>
<th>3&lt;sup&gt;rd&lt;/sup&gt; Grade Literacy</th>
<th>K-5 ELD</th>
<th>K-5 Math</th>
<th>9-12 Lang. Arts</th>
<th>Interim</th>
<th>READ Act</th>
</tr>
</thead>
<tbody>
<tr>
<td>Schools Making Choices</td>
<td>6</td>
<td>6</td>
<td>6</td>
<td>6</td>
<td>1</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>Schools Opting in to Materials</td>
<td>6</td>
<td>5</td>
<td>6</td>
<td>6</td>
<td>1</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>Schools Opting in to Associated PD</td>
<td>5</td>
<td>4</td>
<td>6</td>
<td>1</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

**Submissions Received:**
- 5 K-5
- 1 K-8
- 1 9-12
Next Steps

Phase 1: Fall 2015

- Revise, clarify and improve how flexibility is working in the three core areas: curriculum, professional learning, and assessment.

- Strengthen accountability systems aligned to flexibility.

- Provide school leaders and IS’ with information and training to make well informed opt-in selections that best serve students and a school’s unique needs.

Phase 2: Spring 2016 to Fall 2017

- Design and implement a system for identifying and assessing other areas over which to grant flexibilities.

- Strengthen the system and process for schools to access flexibility, including addressing areas of possible misalignment.

- Refine indicators of progress.

- Explore HR flexibilities.

Phase 3: Winter 2017 to Fall 2018

- Empower schools with flexibility over additional areas identified in phase 2.
School Performance Compact
Grounded in the Vision for DPS: Denver Plan Goals and the School Performance Compact

• Great Schools in Every Neighborhood

• A Foundation for Success in School

• Ready for College & Career

• Support for the Whole Child

• Close the Opportunity Gap
Grounded in the Values of DPS: DPS Core Values and the School Performance Compact

• **Students First:** We put our kids’ needs at the forefront of everything we do.

• **Integrity:** We tell the truth, and we keep our promises.

• **Equity:** We celebrate our diversity and will provide the necessary resources and supports to eliminate barriers to success and foster a more equitable future for all our kids.

• **Collaboration:** Together as a team, we think, we work, and we create in order to reach our goals.

• **Accountability:** We take responsibility for our individual and collective commitments; we grow from success; we learn from failure.

• **Fun:** We celebrate the joy in our work and foster in our students a joy and passion for learning to last their whole lives.
Guiding Principles of the School Performance Compact

The School Performance Compact is built on the following principles:

- **Accountability Across Governance Type**
  - The District has the responsibility of ensuring that each school it directly runs or authorizes provides a **high quality education** for DPS students. The District is committed to holding all public schools accountable, **regardless of governance type** (district-run or charter), using a common School Performance Framework across all schools.

- **Transparency**
  - The District should provide a **clear and transparent** process for designating **persistently low-performing** schools for restart or closure. The process for designation should be **objectively** and **consistently** applied across all schools.

- **Equity**
  - **Equity of responsibility, accountability and opportunity** must be preserved across all schools.

- **Engage Communities and Families**
  - **Criteria for designation** of schools under this policy will be **public** as will the **status of schools against such criteria**, and school communities shall have **the opportunity to be involved** in the selection of schools that replace existing schools.
Reviewing the Final Policy

• As you read:
  – Note any clarifying questions
  – Highlight a sentence, phrase, and word that resonate with you
• As a whole group answer any clarifying questions
• Break into two groups and share the selections and rationale:
  – Highlighted sentences
  – Highlighted phrases
  – Highlighted words
• As a small group, debrief the activity:
  – What did you hear and what does it say about the document?
  – What questions does it raise for you about implementation?
Next Steps

• The Portfolio Management Team is leading the development of Implementation Guidelines which we will bring to the Board for discussion this spring

• Will include indicators for each designation criteria, requirements for restart providers, and the process for selecting restart providers

• PMT will bring back the draft document to the DAC for review and feedback prior to finalizing