The Year Zero Redesign cohort
A new approach to turnaround in DPS
The purpose of Year 0 is to give school leaders the time, resources, and support to:

1. Develop an excellent turnaround plan
2. Build understanding of the school community and launch a turnaround campaign that includes & mobilizes stakeholders
3. Hire the best possible staff
4. Craft and execute a thoughtful transition plan with interim principals
5. Develop & practice leadership competencies for turnaround
Year Zero Update: Timeline

- July: Community design team launch
- August: School redesign Draft 1 complete
- September: Listen + learn from community members
- October: Develop redesign plan collaboratively
- November: School design final draft complete
- December: Develop competencies for successful school leadership + turnaround
- January: Hire the best possible staff
- February: Prepare to implement
- March: Innovation application process with new staff
The Year Zero cohort has been focused on three major priorities over the past few months.

<table>
<thead>
<tr>
<th>Community engagement</th>
<th>School design</th>
<th>Leadership development</th>
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<tbody>
<tr>
<td>▪ Canvassing &amp; relationship building early on</td>
<td>▪ Began with understanding our students &amp; families</td>
<td>▪ Foundational learning in transformative leadership &amp; social justice</td>
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<td>▪ Community needs assessment &amp; asset mapping</td>
<td>▪ Jointly crafted vision &amp; mission</td>
<td>▪ Cohort-based learning here &amp; in Oakland, CA</td>
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<td>▪ Formation of community design teams</td>
<td>▪ Consultation with community design team members throughout</td>
<td>▪ Ongoing leadership opportunities &amp; feedback</td>
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There are countless lessons to be gleaned from our experience this year. Below are three lessons that rise to the top.

1. The link between community engagement & school design is critical

2. Trust is foundational & it takes time to build

3. A strong plan is necessary but insufficient – it will take exceptional people to implement
Looking ahead to the Spring

Over the next several months, leaders will shift their attention to hiring and readiness for Day 1.

- Communicate proactively with families
- Prepare to implement well
- Hire the best possible staff
A question for discussion

How might we navigate the tension between utilizing best practices in school turnaround AND acknowledge that the research is inconclusive and think radically about something new?