

The Year Zero Redesign cohort

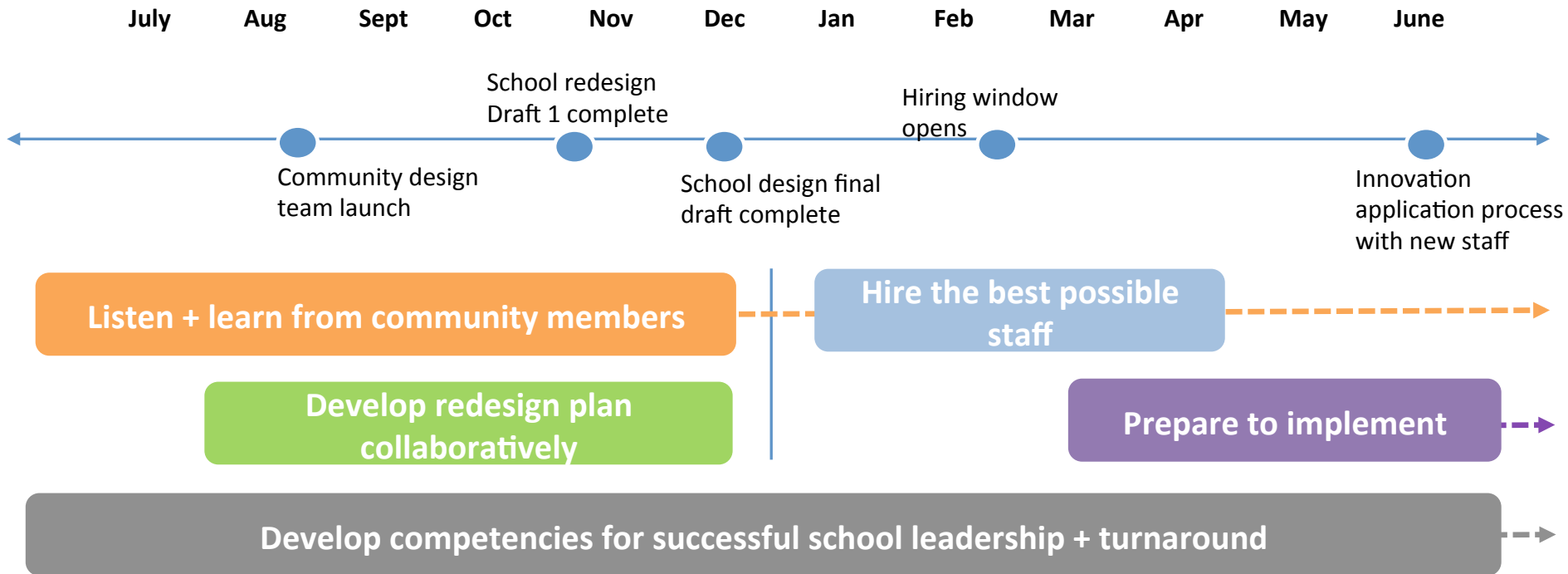
A new approach to turnaround in DPS

Year Zero Purpose & Overview

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



Year Zero Update: Where we've been

The Year Zero cohort has been focused on three major priorities over the past few months.

Community engagement

- Canvassing & relationship building early on
- Community needs assessment & asset mapping
- Formation of community design teams

School design

- Began with understanding our students & families
- Jointly crafted vision & mission
- Consultation with community design team members throughout

Leadership development

- Foundational learning in transformative leadership & social justice
- Cohort-based learning here & in Oakland, CA
- Ongoing leadership opportunities & feedback

Year Zero Update: What we're learning

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.



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?