

DCPS RISING LEADERSHIP COMMITTEE

9.20.16
Meeting 2

GOALS FOR TODAY'S MEETING

- Progress to Date
- Review high level summary of community feedback
- Begin development of recommendations

AGENDA

- **Welcome (6-6:10)**
- **Progress to Date (6:10-6:30)**
- **Summary of Feedback from Community Forums
(6:30-7:00)**
- **Committee Recommendations (7:00-7:45)**
- **Looking Ahead & Next Steps (7:45-8)**

GROUP NORMS AND EXPECTATIONS

We want members to:

- Advocate for what is best for DC students and families and not just what is best for one particular community or interest

- Honor the process
 - Be mindful of the confidentiality agreement
 - Be considerate of the safe space created among the group

- Be open-minded
 - Genuinely consider alternatives to your own opinions
 - Respect each others' opinion
 - Generate and consider creative ideas/solutions

COMMITTEE GOALS

The goals of the Committee are to:

- Make recommendations to the Mayor on the most important factors that she should consider when making a selection
- Make recommendations to the Mayor on the key DCPS priorities that will ensure a strong start for the new Chancellor
- Consider and synthesizes citywide public input when making recommendations

Deliverable: Memo to the Mayor with recommendations on the factors she should consider when making her selection.

PROGRESS TO DATE

CITYWIDE ENGAGEMENT: COMMUNITY FORUM UPDATE

Date	Location	# RSVP	# Attendees
8/30/16	Roosevelt HS	193	151
9/7/16	Eastern HS	112	65
9/14/16	Savoy ES	100	120

Roosevelt Attendees	
Community Member	53
Elected Official Office	5
Government	5
Parent	28
DCPS Staff	10
Student	1
Teacher	31
Administrator Union	3
Grand Total	136

Eastern Attendees	
Community Member	31
Parent	18
DCPS Staff	10
Student	2
Teacher	8
Grand Total	65

Savoy Attendees	
Community Member	66
Elected Official Office	1
Government	1
Parent	24
DCPS Staff	7
Student	4
Teacher	16
Grand Total	119

SEARCH FIRM UPDATE

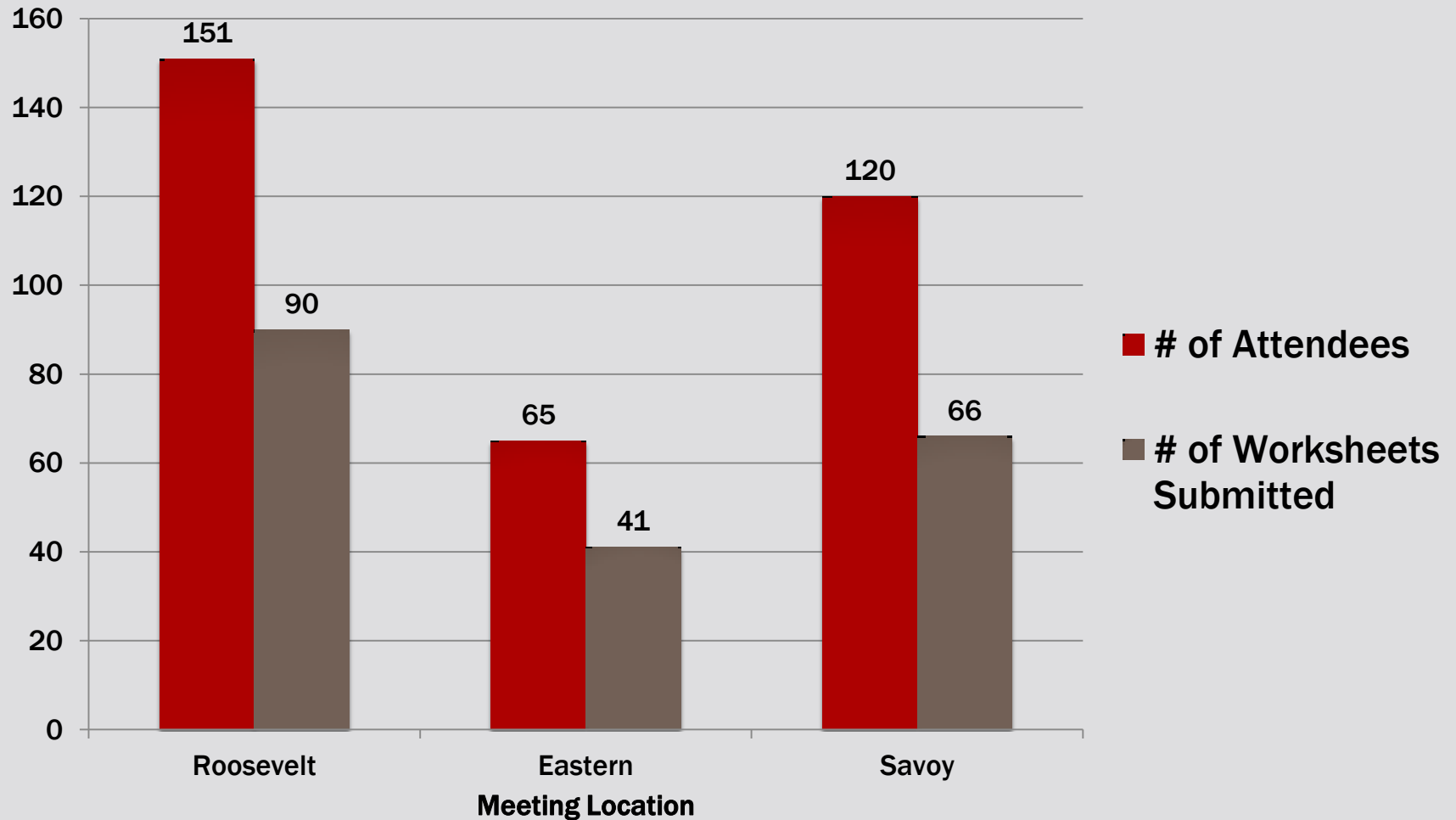
- Job announcement released
 - DCHR, DCPS Rising websites
 - EdWeek, NY Times, Washington Post, LA Times
- Outreach and sourcing
- Stakeholder calls
- Weekly check-ins with the Deputy Mayor for Education and the Mayor's Office on Talent and Appointments

COMMITTEE TIMELINE

4-Aug	Committee Meeting	<ul style="list-style-type: none">- Provide guidance and feedback on the citywide meetings- Meet the search firm and engage in a group interview with the firm.
30-Aug	Community Forum	6:30-8PM, Roosevelt HS, 6:30 – 8PM
7-Sep	Community Forum	6:30-8PM, Eastern HS, 6:30 – 8PM
14-Sep	Community Forum	6:30-8PM, Savoy ES, 6:30 – 8PM
20-Sep	Committee Meeting	<ul style="list-style-type: none">- Review the community feedback gathered- Discuss factors most important in the selection process
28-Sep	Committee Meeting	Develop recommendations to the Mayor
12-Oct	Committee Meeting	Finalize recommendations
18-Oct	Committee Submission	Co-chairs send Mayor final Committee recommendations

COMMUNITY FORUMS: SUMMARY OF FEEDBACK

ATTENDEES VS. WORKSHEETS



METHODOLOGY OF ANALYSIS

- Key takeaways were the results of a combined analysis of the worksheets and facilitator table notes
 - Numerous reviewers combed through the raw data and analyses to ensure the themes were reflective of the feedback
- All worksheets were transcribed
 - Tallied frequency of responses
 - Read open-ended questions for themes and key takeaways
- Facilitator table notes were analyzed
 - Themes emerged through two ways:
 - Tallying the frequency of themes being repeated throughout
 - Qualitative takeaways of a team who read through all responses.

WORKSHEET ACTIVITY 1

Activity 1: DCPS Priorities

What priority areas would you want a new Chancellor to focus on?

Some examples include:

- Reduce achievement gap
- Increase opportunities for all students
- Increase graduation rate
- Increase enrollment
- Improve operations (e.g. food, budgeting, procurement, building maintenance, etc.)
- Increase college enrollment
- Improve school culture and safety
- Increase parent and community engagement
- Improve facilities modernization process
- Expand learning time for students
- Increase student satisfaction

Please list your top three.

ACTIVITY 1: DCPS PRIORITIES

- **Reduce the achievement gap**
 - Graduation rates and college enrollment will improve after the gap is closed
 - Racial and socio-economic disparities are major challenges
 - We want a system that works for all students in DC, regardless of zip code

- **Increase opportunities for all students**
 - Focus on both college and career curriculum
 - Opportunities for students with IEPs and ELL students
 - Equity in resources
 - Access to high quality curriculum and teachers regardless of school location

ACTIVITY 1: DCPS PRIORITIES

- **Increase parent and community engagement and communication**
 - Parents want to be partners and want more of a voice in decisions
 - Community wants a leader who will engage, listen, provide a clear mechanism for feedback, and develop relationships
 - Transparency and access

- **Prioritize teacher and leadership retention**
 - Culturally competent and highly effective teachers and leaders
 - More African-American male teachers and leaders
 - More autonomy and a culture of support
 - More training and professional development for teachers, especially around issues of teaching students impacted by trauma

ACTIVITY 1: DCPS PRIORITIES

- Improve school culture and safety
 - Encourage students to relate better cross-culturally
 - Students are bringing serious issues to school with them — need support and wraparound services for students who are dealing with trauma, dangerous situations, bullying, homelessness etc.
 - Culture and safety have an impact on a student staying in school

WORKSHEET ACTIVITY 2

Activity 2: Desired Qualities, Skills and Experience

In order to accelerate DCPS' progress on the priority areas you identified above, what qualities, skills and experiences are most important for the new Chancellor to have?

Some examples include:

Qualities

- Visionary
- Continuous learner
- Persistence
- Resilience
- Good judgment
- Strategic thinker
- Effective communicator
- Other?

Skills

- Leadership
- Advocacy
- Data driven decision making
- Ability to authentically engage the public
- Ability to inspire staff
- Management
- Other?

Experience

- Professional educator
- Instructional background
- Strategic planning
- Urban education
- Community relations
- Knowledge of successful intervention programs
- Other?

Please list your top three.

ACTIVITY 2: DESIRED QUALITIES, SKILLS, AND EXPERIENCES

- **Visionary who thinks strategically**
 - Create/embrace innovative ideas
 - But also, follow through with implementation
 - Be big and bold
 - But also, give things a chance to work
- **Resilient leader who can inspire people and have management skills**
 - Ability to inspire staff
 - Ability to inspire and motivate the community
 - Strong management skills

ACTIVITY 2: DESIRED QUALITIES, SKILLS, AND EXPERIENCES

- **Ability to authentically engage the public and have community relations skills**
 - Good listener, effective communicator
 - Know how to build relationships
 - Honest, transparent
 - Have integrity
- **Professional educator with an instructional background and experience in urban education**
 - Experience in leading a large school system
 - Proven track record of turning around a school or district
- **Deep understanding of DC culture and climate**
 - Ability to navigate DC politics

WORKSHEET ACTIVITY 3

Activity 3: DCPS Direction

In addition to focusing on organizational priorities and skills, we also want to get a sense from you if DCPS is headed in the right direction or should make significant changes. Select one of the statements below that best describes your feelings about DCPS and provide examples.

- DCPS is on a strong path to success, and needs to continue the work it is doing. Give a specific example of what has been most successful and something DCPS should continue or expand.
- DCPS is on a path to success, but needs to make a few adjustments. Give a specific example of what has been successful and an adjustment you would recommend.
- DCPS needs to make significant changes; the school district should change direction. Give an example of what hasn't worked and recommend what DCPS should do differently.

ACTIVITY 3: DCPS DIRECTION

- Overall, participants thought that DCPS is on a path to success.
- DCPS successes include school modernization and increase in innovative programs (e.g., study abroad).
- Improvements need to include transparency and effective communication.

Process Feedback: Participants shared concerns with the timeline and pace of the search process. Many comments on transparency were tied to the search process.

ACTIVITY 3: DCPS DIRECTION

- **Innovation vs. constant change**
 - Desire for innovative programs and initiatives
 - Give programs a chance to work, be replicated, and be measured for effectiveness
 - Weary of change “just” for the sake of change
- **Too much focus on student testing and teacher evaluation**
 - Limiting to holistic educational experience
 - Teachers teaching to the test rather than how they’d like to
 - Causing teachers stress

COMMITTEE RECOMMENDATIONS

RECOMMENDATIONS TIMELINE

- By the end of today, we want to finalize the components of the recommendations
- At the next meeting we will discuss/develop draft recommendations
- Co-Chairs will draft memo and share prior to 10/12 meeting
- 10/12 meeting will be focused on finalizing the memo

DEVELOPING RECOMMENDATIONS

- What are the key factors the Committee wants to address in its recommendations?
 - What are critical questions the Mayor should ask candidates?
 - What should the Mayor look for in a candidate's experience?
- How can we take the community input and translate it into recommendations to the Mayor?
 - What should the Mayor take away from the feedback on priorities, skills and qualifications, and direction?
 - Synthesize the most critical qualifications and priorities

NEXT STEPS

- Online survey/feedback closes on 9/23
- Review draft Community Engagement Report before next meeting. Expect to receive it via email on 9/26
 - This will be an internal draft and should not be shared publicly (outside of the Committee)
 - Final report will be released to the public and shared with the Mayor the first week in October.

Meeting 3 Preview

- September 28, Trinity Washington University, 6-8PM
- Review final Community Engagement Report
- Develop draft recommendations on the factors the Mayor should consider

Meeting 4 Preview

- October 12, Trinity Washington University, 6-8PM
- Finalize recommendations on the factors the Mayor should consider