African-American Equity Task Force Recommendations Implementation Plan:
Part 1
As of 9.13.17
PRESENTATION SUMMARY

- Mission, purpose and role

- Building infrastructure, processes and tools to support the implementation of the prioritized recommendations

- Connecting to efforts currently in progress – internal and external

- Update on work in progress per recommendation
**Mission**

Improve the experiences of African-American students, employees and families in DPS.

**Purpose**

Lead implementation of the recommendations to narrow and eventually close the opportunity gap and increase student achievement.

**Role**

Develop, support and progress monitor the work of implementing the recommendations. We will execute this work by being familiar with efforts across the district and avoid duplication of efforts, leveraging relationships, being and holding others accountable for results, communicating with the community and adjusting and continuously improving.
GUIDING DOCUMENTS

African-American Equity Task Force
WORK IN PROGRESS

We are at the start of a multi-phased journey, with staff and the community working together to create better outcomes for African-American students, families and employees.

Phase 1
- Build trust and relationships between district and African-American community
- Convene 8 month long Task Force
- Submit prioritized Task Force recommendations to BoE and district

Phase 2
- Create multi-year Working Plan
- Implement 3-5 high impact recs
- Community Engagement
- Gather data
- Establish Oversight Committee

Phase 3
- Analyze success and challenges
- Implement 3-5 high impact recs
- Create Denver Equity Pledge
- Deepen community engagement

Phase 4
- Publish two-year implementation data
- Analyze success and challenges, make adjustments
- Go deeper in implementation
- Unveil Denver Equity Pledge

Phase 5
- Implement new collaborative practices with community
- Community Engagement
- Publish three-year implementation data

Indicates current phase

African-American Equity Task Force

Revise and refine as needed
OVERARCHING RECOMMENDATION
Equity Agreement and Formal Structure

- Develop of a formal structure to insure the effective execution and continuous review of the AAETF recommendations

  - Lead: hired
  - Project Manager: offer pending
  - Implementation Team Leads: committed
  - Advisory Committee(s): development in progress
SUMMARY OF ACCOMPLISHMENT TO DATE

- Establishment of Equity team
- Partnership with Generation Ready
- Establishment of DPS Belong: Employee Resource Groups (ERG) and expansion of mentorship
- Culturally Responsive Education (CRE) training for all new educators
- Establishment of Black Educator Superintendent Team (BEST)
- The new Center for Family Opportunity (CFO) in the Far Northeast
- Increased number of DPS hires of African-American school leaders and teachers.
## Recommendations Aligned to Priorities

<table>
<thead>
<tr>
<th>Recommendation</th>
<th>Denver Plan 2020</th>
<th>Four Priorities</th>
<th>Shared Core Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Culturally Responsive Education (CRE)</td>
<td>Closing the Opportunity Gap</td>
<td>• CRE • Coaching &amp; Leadership • Re-design high school experience • Early literacy</td>
<td>• Students First • Accountability • Equity</td>
</tr>
<tr>
<td>CFO</td>
<td>Closing the Opportunity Gap</td>
<td>• Early literacy</td>
<td>• Students First • Equity</td>
</tr>
<tr>
<td>Equity Plans</td>
<td>Support for the Whole Child</td>
<td>• Coaching &amp; Leadership • Re-design high school experience • Early literacy</td>
<td>• Students First • Collaboration</td>
</tr>
<tr>
<td>HR Task Force</td>
<td>Great Schools in Every Neighborhood</td>
<td>• CRE • Coaching &amp; Leadership</td>
<td>• Students First • Accountability • Integrity</td>
</tr>
</tbody>
</table>

### Foundation of Targeted Universalism

African-American Equity Task Force
## EQUITY INITIATIVES TEAM STRUCTURE

<table>
<thead>
<tr>
<th>Sr. Program Manager</th>
<th>Project Manager</th>
<th>Communications Specialist</th>
<th>Implementation Team Leads (ITL)</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Set the vision</td>
<td>• Manage projects and timelines based on recommendations</td>
<td>• Design and manage internal and external communication strategies and messaging</td>
<td>• Currently leading the work</td>
</tr>
<tr>
<td>• Be aware of, progress monitor, lead and implement recommendations</td>
<td>• Lead on managing RACI and Gantt</td>
<td>• Brand development</td>
<td>• Collaborate with a team to design strategies specific to the recommendations and lead implementation</td>
</tr>
<tr>
<td>• Collaborate across the district/in the community with stakeholders</td>
<td></td>
<td>• Leverage technology and social media</td>
<td>• Identify evaluation methods for strategies</td>
</tr>
</tbody>
</table>

African-American Equity Task Force
AT A GLANCE
Equitable Employment Practices and Work Environments*

Implementation Team Lead (ITL)
• Moe Cantrell
• Caleb Fields

What’s Already Happening/ Accomplishments
• DPS Belong
• Each One, Reach One Mentoring
• Expanded partnerships with and targeted outreach to local and national entities with an intentional focus on recruitment and retention of educators of color
• Employee referral program

What’s Next
• Engage current and potential teachers during conferences and summits
• Grow our own talent through internal pipeline strategies
• Analyze current demographic data re: teachers, i.e. placement/mobility
• Incorporate whole employee supports to impact retention
• Explore strategies for providing culturally responsive training content to school and operations teams
• Host Lunch and Learn: Living the Value of Equity

Measurements of Success
• Increase pipelines and eligible pool for guest teachers and educators of color
• Increased retention rates across the entire district – schools and central office departments
• Increase the number of mentors and mentees

*See appendix for additional information
AT A GLANCE
Community and Family Resources

Implementation Team Lead (ITL)

• Roxanne Nice - Center for Family Opportunity (CFO)
• Dr. Sharon Bailey – Black Family Advisory Committee (BFAC)

What’s Already Happening/Accomplishments

• CFO opens in the fall of 2017 (Sept/Oct) at McGlone
• CFO staff hiring is complete: 60% of staff supporting the CFO are African-American
• MOUs and contracts with community partners and service providers have been fully executed
• Classes and services are scheduled to begin in October at the CFO in Montbello
• Collaborating with Curriculum and Instruction to develop Parent Home Learning Tools

What’s Next

• Continue cross-regional collaboration to implement best practices in the delivery of services at the CFO in Montbello
• Continue to collaborate with Mile United Way, the City of Denver, philanthropic organizations and service providers to develop strategies to continue funding to ensure sustainability of the CFO
• Develop continuous feedback loops to engage parents, teachers, community members and service providers to ensure the highest quality of support and services are available to families
• Begin discussions for Black Family Advisory Council

Measurements of Success

• Families access resources and services at the CFO
• Children in participating families have increased educational stability and/or increased access to education opportunities
• Participants have improved access to employment
• Families show increased confidence and preparedness to support their children’s learning
• Teachers, parents and students collaborate in decision-making processes to support Family Success Plans

African-American Equity Task Force
AT A GLANCE
Culturally Responsive Instruction, Engagement and Communication

Implementation Team Lead (ITL)

- Dr. Danielle Harris
- Dr. Laura Summers

What’s Already Happening/Accomplishments

- For the second year, all new teacher and school support partners have been required to participate in a foundations in culturally responsive teaching training during new educators’ week
- Over the last four years, culturally responsive teaching (CRT) professional development units have been offered to educators at a district level and a school level
- Schools have been able to request CRT professional development

What’s Next

- Launch cross-functional steering committee and working groups to begin CRE planning/implementation
- Working groups will be initially tasked with defining CRE in DPS, and creating a multi-year implementation plan for CRE
- Identify/develop a framework for implementation of CRE
- Concurrently, we plan to work with Curriculum & Instruction around embedding CRE practices into current PD opportunities for teachers
- Explore expansion of CRT and culturally responsive leadership training opportunities for ALL school-based and central office educators
- Host make-up CRT sessions for new educators who have not yet attended CRT
- Opt-in Opportunity Gap Cohorts with Instructional Leadership Teams

Measurement(s) of Success

- By implementing small iterative processes with Curriculum and Instruction, Talent Management, and schools that are in the Opportunity Gap Cohort, we will roll-out ideas, practices and learning and receive feedback from participants
- Working with Assessment and Research (ARE) to create an assessment plan

African-American Equity Task Force
AT A GLANCE
District and School Structures to Promote Equity

Implementation Team Lead (ITL)

- Allen Smith
- Bill De La Cruz

What’s Already Happening

- Conversations occurring re: Diversity Equity and Inclusion
- Some schools and departments are starting to use a researched scope and sequence for creating a more equitable environment
- Foundational Bias training
- Opportunity Gap Cohort with 30 schools (Solving Disproportionality, Achieving Equity)
- Equity Boot Camps
- Collaboration with Student Equity and Opportunity on Bias 2.0 training (managers and above)

What’s Next

- Establishing an equity framework
- Creating a districtwide definition and theory of action for DEI
-Web resources and training modules for equity best practices
- Partnership with expert organization to help develop equity framework
- BEST and LAUNCH collaborating to develop equitable for students and employees of color
- Explore partnership with the city to develop the equity pledge
- Equity school visits to establish exemplars
- Working collaboratively on recruitment and retention
- Creating measurements for closing gaps
- Establishing indicators for equity measurement on SPF

Measurements of Success

- Schools create Equity Teams
- Departments select Equity Leads
- Equity Institutes provides asset mapping
- Schools and departments creating Equity Action Plan using Logic Model
- Pre and post surveys skills learned and actions implemented in departments and schools
CONSIDERATIONS TO ACHIEVE SUCCESS

- Budgets will be developed once strategies have been designed
- Expand sources of baseline data, i.e. look outside of DPS for comparable/target data
- Determine which recommendation strategies/outcomes may become part of policy
- Know historical dynamics with communities – trust, relationship building
- Leverage technology to communicate effectively with stakeholders
SUPPORTS NEEDED

- Continued support
  - Priority
  - Be present
  - Non-negotiables
  - Advocate and push
  - Budget development for implementation
NEXT STEPS

- Develop communications plan
- Identify potential community members from task force to continue supporting the work
- Begin design of SPF equity measurement
- Develop equity framework
- Plan for implementation of additional recommendations
- Assess and plan for extension of Equity work beyond AAETF
- Begin discussions on city-wide equity pledge
Thank You!

Questions and Answers
AT A GLANCE
DPS Belong: Employee Resource Groups

Who

• Stacy Dvergsdal
• Dr. Hannah Jones

What’s Already Happening/Accomplishments

• DPS Belong has been vetted by CELT, legal and DPS superintendent. We will be presenting to the SLT shortly.
• Mission, Vision, outcomes, and timeline have been mapped out. The anticipated challenges and supports needed for success have also been considered.

What’s Next

• Identify the connection to BEST and LAUNCH
• Once we receive full support from all stakeholders and finalize our marketing plan, we will begin to more aggressively advertise this opportunity.

Measurements of Success

• Growth in the number of participants in each DPS Belong group
• Growth in the number of DPS Belong groups
• Growth in the number of DPS Belong groups that meet their goal
• Use collaborate items specific to value, equity, and diversity and inclusion
AT A GLANCE
Each One Reach One Mentorship Program

Who

• Stacy Dvergsdal
• Sylvia Bookhardt

What’s Already Happening/Accomplishments

• Efforts are focused on targeting and structuring professional and personal development geared to support African-American teachers and teachers of color
• Building trusting relationships and networks through one-on-one opportunities between mentors and mentees
• Continued to support all participants in the program from last year

What’s Next

• The Mentorship Program will be paced to specifically target areas of focus dedicated to each educator’s success.
• The program will guide aligning professional practices with tools and a guide to pace and measure accomplishments of mentees and work of mentors.
• Recruit new educators from across DPS to be mentees
• Host three networking events to connect all mentors and mentees

Measurements of Success

• Increase the number of participants from 50 to 100
• Support of existing participant individual goals through measured feedback, summaries and participation
## Current Status

- Co-chairs: Moe Cantrell and Troy Garner
- All meetings scheduled and published for the year
- Commitment from members
- Presentations from central groups
- Time with Tom
- Business, district news and issues and celebrations
- One major initiative for the year that will reach employees

## What’s Next

- BEST and LAUNCH are meeting together on September 19th to talk about how best to collaborate
**Current Status**

- Co-chairs: Scarlet Chopin and Bill De La Cruz
- All meetings scheduled and published for the year
- Commitment from members
- Presentations from central groups
- Time with Tom
- Business, district news, issues and celebrations

**What’s Next**

- LAUNCH has agreed on AAETF recommendations and would need to socialize the recommendations with the larger community similar to the AAETF community process
- LAUNCH and BEST are meeting together on September 19th to talk about how best to collaborate
- LAUNCH is interviewing researchers to conduct a study about the experience of Latino/Hispanic educators, students and families in DPS