

DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

BLUEPRINT 2020

Our Strategic Plan for Rebuilding Detroit's Public Schools

MISSION

We educate and empower every student, in every community, every day, to build a stronger Detroit.

VISION

All students will have the knowledge, skills and confidence necessary to thrive in our city, our nation, our world.



CORE VALUES



ALL STUDENTS. ALL FAMILIES. ALL COMMUNITIES. ALL THE TIME.

STUDENTS FIRST

Make decisions that are in the best interest of students. Use every resource strategically so that we can meet students' individual needs.

INTEGRITY

Do the right thing, even when no one is looking. Be honest. Be trustworthy. Be accountable.

SERVICE

Listen. Empathize. Respond. Own problems and help to solve them.

EXCELLENCE

Be relentless in your pursuit of greatness. Be bold and innovate. Learn from your mistakes. Hold yourself and others to high standards.

EQUITY

Diversity is an asset that makes us stronger. Advocate for the needs of others. Ensure that all members of our community have access to the tools and resources they need to be successful.

TENACITY

Embrace hard work and persevere in the face of challenges. Follow through on your commitments and strive to do your best, no matter what.

PRIORITIES



OUTSTANDING ACHIEVEMENT

Dramatically improve the academic experience of all students to ensure they are college and career ready.



TRANSFORMATIVE CULTURE

Transform our culture so that students, families, community members, and staff feel safe, respected, and connected.



WHOLE CHILD COMMITMENT

Champion a whole child approach that unlocks students' full potential.





**EXCEPTIONAL
TALENT**

Build an excellent team of dedicated staff to serve our students.



**RESPONSIBLE
STEWARDSHIP**

Manage and deploy our resources responsibly, transparently, and equitably to support our students' success.



**Our commitments to our
students and our city**

OUTSTANDING ACHIEVEMENT



Dramatically improve the academic experience of all students to ensure they are college and career ready.

1

Adopt and implement a highly aligned, consistent instructional curriculum that reflects the demands of Michigan's core content standards Pre-K through 12 as well as the pedagogical shifts in instruction required to support students in meeting these high standards.

2

Ensure that every student in our district has access to a rigorous course progression that aligns with their college, career and life goals while being culturally relevant.

3

Update our data and assessment systems to ensure all stakeholders have an accurate picture of each student's progress toward grade level expectations and on time graduation.

4

Revamp special education services to meet the individual needs of each student.

5

Provide intensive support to improve the achievement of our students attending Partnership Schools.

TRANSFORMATIVE CULTURE



Transform our culture so that students, families, community members, and staff feel safe, respected, and connected.

1

Gather, share and act on feedback from students, staff, and families on the culture of our schools and district.

2

Establish and consistently implement a code of conduct that encourages positive behavior, maximizes instructional time for all students, and allows for restorative justice.

3

Cultivate a school-going culture that dramatically reduces chronic absenteeism in our district.

4

Develop and provide, in partnership with community allies, comprehensive supports and resources that empower our students' families.

5

Build and implement shared decision-making structures to ensure the work of our schools and district meets the needs of our constituents.

6

Implement consistent communication channels that keep all stakeholders informed about the district's operations, strategic direction, programs and opportunities, and progress.

WHOLE CHILD COMMITMENT



Champion a whole child approach that unlocks students' full potential.

1

Based on students' individual needs, facilitate and align appropriate academic, cultural, and leadership experiences, as well as social-emotional and health services, to promote the holistic well-being and development of our students.

2

Ensure that all students have access to robust programming in non-core subject areas, including visual arts, music, dance, theater, physical education, world language, technology and health, as well as service-based learning opportunities.

3

Expand access to and participation in high-quality activities outside of the school day, including before and after school programs and summer experiences.

4

Support students' health, development, and learning by providing high-quality, nutritious meals at our schools.

EXCEPTIONAL TALENT



Build an excellent team of dedicated staff to serve our students.

1

Overhaul human capital policies and practices to make recruitment, hiring and onboarding more efficient and effective.

2

Pursue innovative partnerships and programs that strengthen our talent pipelines into open school and district positions.

3

Ensure that all staff have the professional development they need to support our students and maximize the efficiency and effectiveness of our district.

4

Develop and implement educator and staff evaluation and succession planning systems that support individual growth, allow top employees to pursue advancement within our organization, and improve candidate pools for leadership vacancies.

RESPONSIBLE STEWARDSHIP



Manage and deploy our resources responsibly, transparently, and equitably to support our students' success.

1

Overhaul district and school budgeting processes to ensure a balanced budget that is aligned to the district's strategic priorities.

2

Develop and implement a facilities management and technology infrastructure plan that accounts for current and future needs and identifies funding strategies to support maintenance and improvement.

3

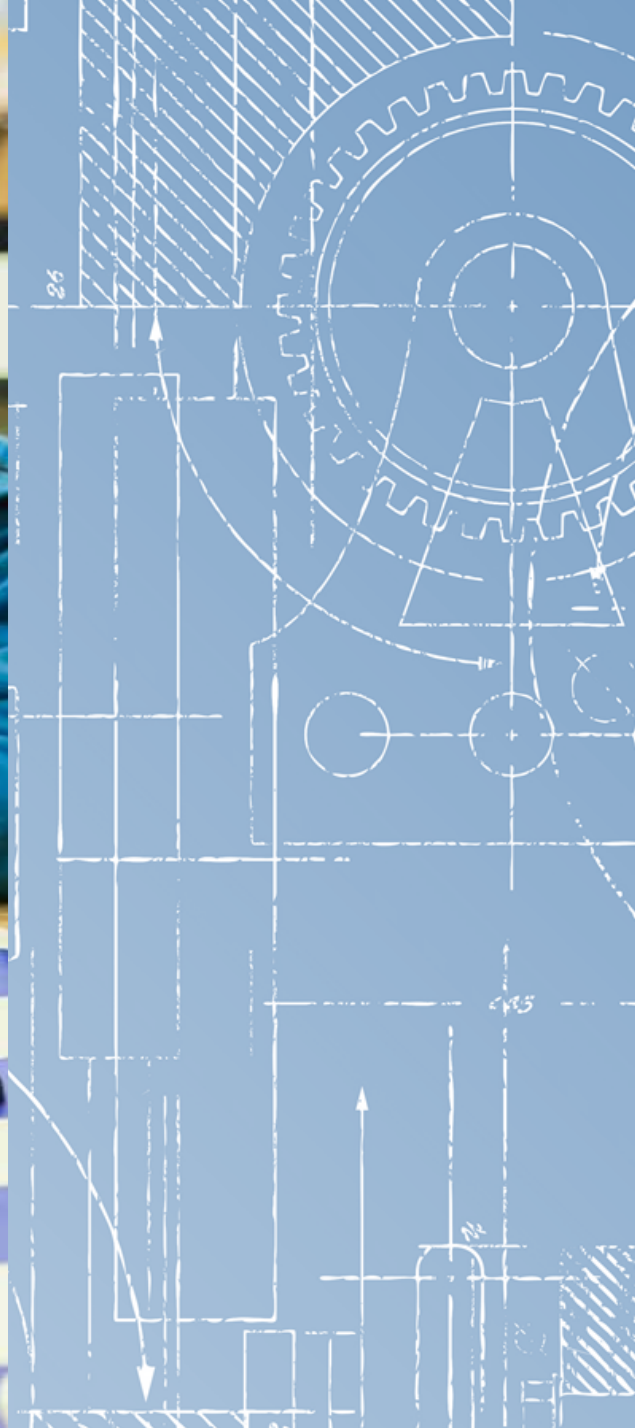
Establish and consistently implement a clear set of standard operating procedures and routines across schools and district departments that exemplify our values, maximize our resources and make us more efficient.

4

Align district, community, philanthropic and city partnerships to ensure coherent programming and smart development.

5

Ensure systematic research and evaluation plans for all major initiatives so that investments can be made based on the effectiveness of programs for students.



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