

BLUEPRINT 2023



PIVOT

Pivot our work as a District to ensure access to teaching, learning and essential services for families through the pandemic

RECOVER

Focus on the most crucial reforms for re-engaging students and recovering losses sustained during the pandemic; maximize once-in-a-generation funds to address structural barriers to our students' success

RE-EMERGE

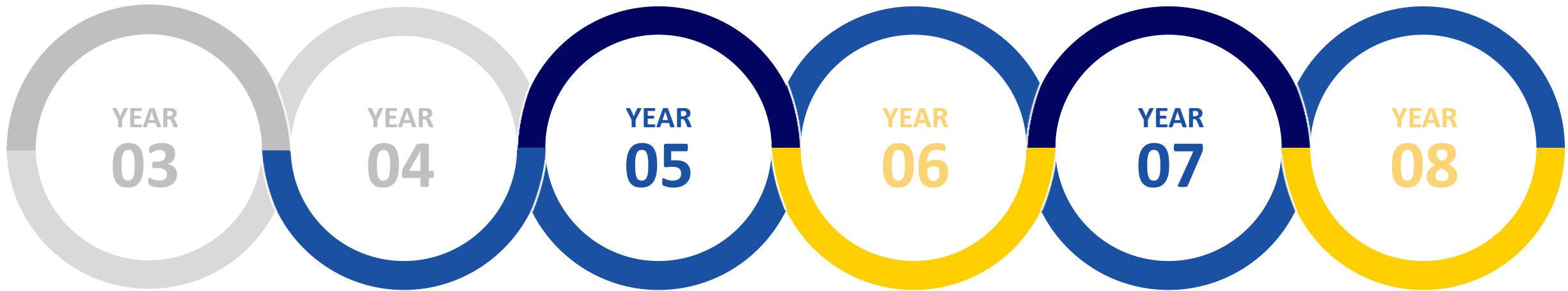
Recapture and outpace initial gains with culture and achievement program evolutions

SCALE

Ensure consistent implementation of successful reforms and strong program offerings across schools

REFINE

Evolve approach and offerings to ensure sustainable improvement over time



By the end of the year, we will be successful if we see...

Recovered enrollment, improved attendance & culture, improved typical and stretch growth over 18-19; a new baseline for proficiency

Recovered proficiency gains in literacy and in mathematics at initial proof point schools; meaningful high school culture, achievement and graduation improvement; districtwide attainment of stretch growth goals

Proficiency and growth improvements districtwide; NAEP gains over 2022

Proficiency, growth and college and career readiness rates on pace with nation-leading urban school districts

VISION

The Future We Want

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

MISSION

The Work We Do

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

Transformative
Culture

Outstanding
Achievement

Whole Child
Commitment

Exceptional
Talent

Responsible
Stewardship



Students Rise. We All Rise.

CORE VALUES

The Way We Act

All students. All adults. 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.

Excellence

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

Integrity

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

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.

Service

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

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.



Transformative Culture

To build and sustain strong school cultures where everyone feels loved, challenged, and prepared, we will:

Cultivate a loving, inclusive, anti-racist culture focused on respect, service, and safety with precisely defined expectations for students and adults with learning experiences and restorative practices to support change.

Meet families where they are by making authentic connections, drawing families back into DPSCD schools, and streamlining the enrollment process.

Address student attendance issues using new positions at schools, outreach that builds trust between home and school, and individualized community supports for students and families.

Radically improve the high school experience by providing more intentional support through a high school transformation office, implementing career and technical pathways that interest students, and holding schools accountable for meeting the needs of students.



Outstanding Achievement

To offer differentiated learning experiences that dramatically accelerate the academic experience of all students and to ensure they are college and career ready, we will:

Support students' grade level learning through meaningful on-grade level work paired with data-driven intervention and acceleration.

Ensure strong foundational literacy skills through comprehensive early childhood programs, research-based reading instruction and intervention strategies.

Support students to recover graduation credits lost during the pandemic.

Improve services for special student populations to accelerate learning and meet compliance requirements.

Organize school improvement structures, including school improvement plans and school support teams, to offer more focused, dedicated support and mutual accountability at the school level based on regular reviews of student data.

Maintain smaller in-person class sizes through COVID funding to improve the student experience and accelerate learning.

Diversify program offerings to meet students' interests, language strengths, and learning model preferences, including launching a virtual school.



Whole Child Commitment

To provide students with opportunities and resources to meet their physical and mental health needs, explore their interests, and honor their identities, we will:

Expand mental and physical health supports to offer students and their families holistic services in partnership with trusted local partners.

Improve teacher and student relationships with a focus on being loved, challenged, and prepared, using identity-affirming activities and curriculum.

Make schools and classrooms joyful before, during, and after the school day by expanding community partnerships that offer enrichment camps, academic programs and electives, school events, incentives, extracurricular activities, and athletics.

Prioritize young learners through direct outreach and programs that address the unique needs of families of our youngest students.

Support families holistically by advocating for and adopting policies that protect and support DPSCD families.



Exceptional Talent

To build an excellent, effective team of dedicated staff to serve our students in a variety of settings, we will:

Support all staff with professional growth opportunities that are engaging, high quality, flexible (face-to-face and online), differentiated, and lead to improvements in performance.

Develop flagship educator development programs focused on hiring, onboarding, managing, and promoting diverse staff members who raise student achievement.

Invest in support staff by reducing the number of support staff vacancies, attending to hiring practices and onboarding, streamlining central office support, and integrating technology use and exceptional customer service into professional expectations.

Incentivize and recognize staff who return face-to-face and help DPSCD meet family demand to learn in person.

Ensure stable long-term leadership by identifying and cultivating a diverse, strong pool of teacher leaders, school leaders, and central office administrators for development.

Strengthen staff well-being by providing resources for staff mental and physical health, streamlining central office priorities and resources to support schools' work, and listening to feedback.



Responsible Stewardship

To ensure sustainable, transparent, and equitable deployment of resources to support safety and success, we will:

Invest in safety protocols that continue COVID-safety efforts at scale.

Develop, adopt, and implement a Facilities Master Plan that uses community input, current enrollment, market trends, and the condition of existing buildings to chart a strategic course with its real estate and facilities over the next 20 years.

Create a 20-year transportation plan that proposes a sustainable transportation plan, ensuring that all interested students will be able to access district schools.

Enhance access and use of technology by expanding 1:1 devices into more classrooms and homes, implementing technology infrastructure upgrades, adding technology and digital learning tools into the classroom, and supporting teachers and students with their use.

Develop and adopt a sustainable district budget that does not include additional COVID funding while maintaining existing salary commitments.

Advocate for long-term equitable funding that benefits District students.

District Focus	Associated Priority	Metric
Grow Enrollment	Transformative Culture	<ul style="list-style-type: none"> • K-12 Enrollment • Fall to Fall Re-Enrollment Rate
Improve Attendance	Transformative Culture	<ul style="list-style-type: none"> • Student Average Daily Attendance • Percent of Students Not Chronically Absent • Teachers with Excellent or Moderate Attendance
Enhance Culture & Climate	Transformative Culture & Whole Child Commitment	<ul style="list-style-type: none"> • Loved, Challenged, Prepared Student Survey Index • Family Survey Favorability Rate • School Staff, Instructional Leader, Central Office Net Promoter • Student Safety Favorability Rate
Achieve Academic Growth and Proficiency	Outstanding Achievement	<ul style="list-style-type: none"> • Math and Literacy Typical Growth for All Students, Continuously Enrolled and Bottom 30 Percent Students • Math, Literacy, Science and Social Studies Proficiency on State Assessment
Boost College and Career Readiness	Outstanding Achievement	<ul style="list-style-type: none"> • Four-Year Graduation Rate • Percent of Students Enrolled in College and Career Level Courses • Percent of Students Passing College and Career Level Courses
Support Staff Effectiveness	Exceptional Talent	<ul style="list-style-type: none"> • Teacher and Support Staff Vacancies • Professional Learning Course Enrollments
Steward Resources Responsibly	Responsible Stewardship	<ul style="list-style-type: none"> • Breakfast and Lunch Participation • Principal School Cleanliness Survey • Days to Process Invoices (Overall, Operations) • Invoices Past Due at Time of Payment (Overall, Operations) • Pay Check Errors per \$10K in payments • Average Length of Time for Request for Proposals