

# Community Engagement on the Strategic Plan

February 2024



# Feedback As You Follow Along

The Superintendent will provide an overview of the proposed strategic plan.

In the linked survey, you can follow along with the presentation and note your feedback on strengths and opportunities to improve.

At the end of the presentation, you will also have an opportunity to pose a question or make a suggestion to Dr. Vitti in the chat.

<https://bit.ly/SP24FeedbackSurvey>



## 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*

# How the Blueprint Is Evolving

In the next Blueprint, we are proposing that we:

- Maintain the **Vision, Mission, Core Values** and **Priorities** that will continue to guide our work
- Add a **Profile of a Graduate** to summarize the skills, knowledge, and perspectives we envision each of our students having when they graduate from our District
- Define a narrow set of **Goals** that we commit to achieve as we evolve our work
- Set ambitious, measurable targets for improvement **Metrics**, over a three-year period



# 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.

**Students First. Excellence. Integrity. Equity. Service. Tenacity.**



**Transformative  
Culture**



**Outstanding  
Achievement**



**Whole Child  
Commitment**



**Exceptional  
Talent**



**Responsible  
Stewardship**



# GRADUATE PROFILE



## College & Career Readiness

Graduates have achieved proficiency in core subjects across disciplines, having engaged in a well-rounded, rigorous and relevant preparatory curriculum. They are problem solvers, qualified for postsecondary education and training programs or their chosen career, they are prepared to leverage networking and community resources as they pursue postsecondary options, and they have financial literacy and tools to make strong decisions as they enter adulthood.



## Critical Thinking & Adaptability

Graduates have developed critical thinking skills that help them breakdown complex issues and work towards practical solutions. They can adapt nimbly to new situations, adopt new ways of thinking and working enabled by technological advancements, and navigate uncertainty. Empowered by a growth mindset, graduates view change as an opportunity for innovation aimed at positive transformation of communities and systems.



## Global & Social Engagement

Graduates appreciate histories, cultures, and perspectives within and beyond their own communities. They demonstrate curiosity, empathy, and respect for diverse peoples and worldviews. They are informed advocates for racial equity, social justice, and human rights worldwide, which compels them to stand up to injustice through informed civic participation as adults.



## Social-Emotional Intelligence & Resilience

Graduates believe in their own abilities and have developed the skills to monitor and improve their emotional wellbeing. They know how to set long term goals and work toward them with grit and determination in the face of obstacles. They make decisions that balance self-care with caring for community, and their emotional intelligence equips them to navigate social situations and conflicts across lines of similarity and difference.



## Leadership & Collaboration

Graduates understand the value of ethical, effective leadership and have developed skills to lead and collaborate successfully in diverse contexts. They can inspire action, manage conflict, empower others, and organize collective efforts to improve their communities. As confident communicators and thoughtful team players, they have learned to leverage different perspectives, strengths, and roles to achieve shared goals. Whether stepping up as formal leaders or contributing as members of a team, they can mobilize people for positive change.



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# Metrics Analysis

- For all metrics with available comparison data for State, Wayne RESA and/or Detroit Charters, we reviewed historical trend lines and current performance
- From there, we identified an ambitious comparison group's current performance to set our three-year target from
- We built a three-year trajectory to meet or exceed a comparison group's current performance
- For metrics without comparison groups, we reviewed historical improvement trajectories and extended them over a three-year period

# Goal 1: Improve Attendance

By 2026, achieve:

- 90% Average Daily Attendance
- 43% Chronic Absenteeism
- 63% Family Favorability

## Tactics

- **Access to Physical and Mental Healthcare:** Strengthen partnerships with local healthcare providers to offer on-site physical and mental health services, including the Health Hubs
- **Resources for Families:** Expand the services and use of Family Resource Centers to meet basic needs and address barriers to attendance
- **Connected Community:** Continue to expand participation in community engagement structures such as listening sessions, councils (faith-based, alumni, multilingual, School Advisory), Parent-Teacher Associations, and Board community events
- **Expectations and Outreach:** Increase attendance expectations and outreach to remove barriers to attendance

# Goal 2: Push to Higher Levels of Proficiency

## By 2026, achieve:

- 30% K-2 Reading & Math Proficiency
- 19% M-STEP ELA Proficiency
- 25% M-STEP Math Proficiency
- 35% P/SAT EBRW Proficiency
- 27% P/SAT Math Proficiency
- 58% iReady Reading Growth
- 61% iReady Math Growth
- 15% 5 & 8 Science & Social Studies Proficiency
- 71% WIDA Growth

## Tactics

- **Leadership Development:** Cultivate a performance driven culture and continue to equip Principals and APs with the knowledge, skills and mindsets needed to drive instructional improvement everyday
- **Primary Instruction:** Improve K-3 teacher training and capacity to teach reading and math foundational skills
- **Anti-Racist Pedagogy:** Deploy instructional materials and methods that affirm and reflect the diversity, identities, and experiences of students in every grade and subject
- **Diverse Learner Support:** Improve instructional guidance and training for meeting the needs of multilingual and exceptional students
- **Learning Progressions for Required Staff Competencies:** Develop a competency framework for teachers and staff that clarifies required knowledge and skills, and offers flexible options to learn and demonstrate mastery of these skills, such as the science of reading, culturally responsive and affirming pedagogy, inclusive classroom management practices

# Goal 3: Graduate Future-Ready Students

## By 2026, achieve:

- 34% Loved, Challenged, Prepared
- 81% HS Graduation Rate
- 70% Participation in CCR
- 60% Success in CCR

## Tactics

- **Social Emotional Learning:** Adopt and implement curriculum to address trauma and build social emotional skills across grades
- **New Diploma Paths and High School Day:** Plan and implement innovative diploma options and schedules to allow students to participate in more college-level and work-ready courses aligned to their goals
- **Success Rates on College and Career Ready Courses:** Improve course sequences, curriculum, professional learning, and data use in AP, Dual Enrollment, career courses and work-based learning
- **Tailored Data and Information:** Launch the students and family portal system as an evolution of the Student Hub



# Goal 4: Assure Sustainability and Continued Progress

## By 2026, achieve:

- Continued Balanced Budget
- Staff Vacancies
- **+12** Staff Engagement Index
- Favorable Customer Feedback
- FMP on track

## Tactics

- **Balanced Budget:** Maintain a balanced budget through strategic investment and abandonment
- **Fully Staffed and Engaged Teams:** Build talent pipelines, manager development programs, and culture initiatives including equity and inclusion work, that attract and retain diverse talent
- **Professional Culture:** Invest in standards, training, and feedback loops to build more positive, professional relationships at schools and in central office
- **Clear Succession Management:** Ensure viable succession plans are in place for the School Board, Superintendent, Cabinet and Executive Staff, Principal Leaders, and School Leaders
- **21<sup>st</sup> Century Facilities:** Deliver on the Facilities Master plan, operational commitments and technology standards

# Three Year Improvement Targets

	2022-23	2023-24	2024-25	2025-2026
Chronic Absenteeism	66.1%	58.4%	50.6%	42.9%
Average Daily Attendance	81.8%	84.5%	87.3%	90.0%
K-2 Reading Proficiency	19.4%	22.9%	26.5%	30.0%
K-2 Math Proficiency	17.7%	21.8%	25.9%	30.0%
M-STEP ELA Proficiency	13.0%	15.1%	17.1%	19.2%
M-STEP Math Proficiency	9.1%	14.4%	19.7%	25.1%
P/SAT 8 EBRW Proficiency	24.0%	27.7%	31.3%	35.0%
P/SAT 8 Math Proficiency	8.6%	14.7%	20.8%	26.9%
iReady Reading Growth	53.2%	54.7%	56.1%	57.6%
iReady Math Growth	54.1%	56.3%	58.5%	60.6%
Science Proficiency 5 & 8	8.2%	10.4%	12.5%	14.7%
Social Studies Proficiency 5 & 8	4.2%	7.8%	11.4%	15.0%
HS Graduation Rate*	71.1%*	74.4%	77.8%	81.1%
Participation in CCR Courses	49.6%	56.4%	63.2%	70.0%
Success in CCR Courses	48.0%	52.0%	56.0%	60.0%
SAT EBRW College Readiness	32.9%	36.3%	39.7%	43.1%
SAT Math College Readiness	11.7%	15.6%	19.6%	23.5%
Science Proficiency 11	14.1%	19.3%	24.5%	29.7%
Social Studies Proficiency 11	15.4%	19.9%	24.3%	28.8%
WIDA Growth	66.3%	67.9%	69.4%	71.0%
Loved, Challenged, Prepared	27.6%	29.6%	31.6%	33.6%
Staff Engagement	-1	+3	+8	+12
Family Engagement	62.1%	63.3%	64.6%	65.8%

\*One year reporting lag; 71% graduation rate is for the 4-year 2022 cohort

# Share Your Feedback

Access the survey by clicking the link in the chat or by scanning the QR code on your phone.

We will now accept questions about the strategic plan using the Q&A feature in Teams.

<https://bit.ly/SP24FeedbackSurvey>

