DISTRICT OF COLUMBIA PUBLIC SCHOOLS

PROPOSED FY 2025 PERFORMANCE PLAN

APRIL 3, 2024

GOVERNMENT OF THE
DISTRICT OF COLUMBIA
MURIEL BOWSER, MAYOR

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1   DISTRICT OF COLUMBIA PUBLIC SCHOOLS

Mission: Our mission is to ensure that every school guarantees students reach their full potential through rigorous and joyful learning experiences provided in a nurturing environment.

Services: DCPS delivers all services required to provide students with a quality education. These include: 1. Operating schools that provide a consistent foundation in academics, strong support for social/emotional needs, and challenging themes and programs; 2. Hiring, developing, and rewarding teachers, principals, aides, and other staff; 3. Developing and implementing academic programs that provide all students with meaningful options for life; 4. Collecting data and providing decision- and policy-makers with accurate information about how our students and the school district are performing; 5. Providing schools the administrative and operational support they need to foster student achievement; creating forums for interaction and continued dialogue between DCPS and its community stakeholders.

2 PROPOSED 2025 OBJECTIVES

Strategic Objective
Equity Imperative: DCPS will provide intensive, targeted support based on the need to eliminate barriers to academic and social success for our students furthest from opportunity: Black and Hispanic/Latino students, students receiving special education services, and multilingual learners.
Students Succeed Academically: Our students are mathematically strong and are reading and writing across all subjects.
Students Feels Connected to their School Community: Our students are safe and have a sense of belonging and have equitable access to opportunities.
Students are Prepared for What's Next: Our students graduate on time and participate in a postsecondary pathway.
DCPS Values our People: Recruit, develop and retain a talented, caring and diverse team.
DCPS Partners with our Community: Ensure communication and deepen partnerships with families and the community.
DCPS Strives for Operational Excellence: DCPS creates and maintains a highly efficient, transparent, and responsive District government.

3 PROPOSED 2025 OPERATIONS

Operation Title	Operation Description	Type of Operation
Equity Imperative: DCPS will provide intensive, targeted support based on the need to eliminate barriers to academic and social success for our students furthest from opportunity: Black and Hispanic/Latino students, students receiving special education services, and multilingual learners.		
Promote Equity	Define, understand, and promote equity so that we eliminate opportunity gaps and systematically interrupt institutional bias.	Daily Service
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Students Feels Connected to their School Community: Our students are safe and have a sense of belonging and have equitable access to opportunities.		
Students Feels Connected Schools	Our students are safe and have a sense of belonging and have equitable access to opportunities.	Daily Service
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Operational Excellence	DCPS creates and maintains a highly efficient, transparent, and responsive District government.	Daily Service

4 PROPOSED 2025 KEY PERFORMANCE INDICATORS AND WORKLOAD MEASURES

Key Performance Indicators

Measure	Directionality	FY 2022	FY 2023	FY 2024 Target	FY 2025 Target
Equity Imperative: DCPS will provide intensive, targeted support based on the need to eliminate barriers to academic and social success for our students furthest from opportunity: Black and Hispanic/Latino students, students receiving special education services, and multilingual learners.					
ELA achievement gap (Percent of students scoring college and career ready) between black and white students	Down is Better	61%	61%	60%	59%
Math achievement gap (Percent of students scoring college and career ready) between black and white students	Down is Better	64%	69%	67%	65%
Percentage of Hispanic students in grades 3rd through 10th who perform at L4 and L5 on the ELA state standardized assessment.	Up is Better	New in 2024	New in 2024	New in 2024	35%
Percentage of students in grades 3rd through 10th who receive special education services and who perform at L1 on the ELA state standardized assessment.	Down is Better	New in 2024	New in 2024	New in 2024	53%
Percent of Hispanic, high school students who enroll in one or more college-level, ELA courses.	Up is Better	New in 2024	New in 2024	New in 2024	20%
Percent of Black, high school students who enroll in one or more college-level, ELA courses.	Up is Better	New in 2024	New in 2024	New in 2024	19%
Graduation rate of Hispanic students.	Up is Better	New in 2024	New in 2024	New in 2024	68%
Percentage of Black, high school students who enroll in 1 or more college-level, math courses.	Up is Better	New in 2024	New in 2024	New in 2024	6%
Percentage of Hispanic high school students who enroll in 1 or more college-level, math courses.	Up is Better	New in 2024	New in 2024	New in 2024	20%
Graduation rate of multilingual learner students.	Up is Better	New in 2024	New in 2024	New in 2024	55%
Percent of students in grades 3rd through 10th who receive special education services and perform at L1 on the ELA state standardized assessment.	Down is Better	New in 2024	New in 2024	New in 2024	53%
Students Succeed Academically: Our students are mathematically strong and are reading and writing across all subjects.					
Percentage of students enrolled in Algebra 1 in middle school.	Up is Better	New in 2024	New in 2024	New in 2024	38%

Measure	Directionality	FY 2022	FY 2023	FY 2024 Target	FY 2025 Target
Percentage of middle school students who perform at L3-L5 on the Algebra I state assessment.	Up is Better	New in 2024	New in 2024	New in 2024	61%
Percentage of students who perform at L3-L4 on the science state standardized assessment.	Up is Better	New in 2024	New in 2024	New in 2024	15%
Percentage of Kindergarten-2nd grade students who perform at or above benchmark for the foundational literacy assessment.	Up is Better	New in 2024	New in 2024	New in 2024	80%
Percentage of Black, 3rd-5th grade students who perform at L4 or L5 on the math state standardized assessment.	Up is Better	New in 2024	New in 2024	New in 2024	17%
Percent of students who pass, meet or exceed performance expectations on the math state assessment.	Up is Better	New in 2024	New in 2024	New in 2024	52%
Percent of students who pass, meet, or exceed on the English state assessment.	Up is Better	New in 2024	New in 2024	New in 2024	61%

Students Feels Connected to their School Community: Our students are safe and have a sense of belonging and have equitable access to opportunities.

Measure	Directionality	FY 2022	FY 2023	FY 2024 Target	FY 2025 Target
Percentage of students that feel safe and have a sense of belonging according to Panorama survey results.	Up is Better	New in 2024	New in 2024	New in 2024	57%
Percent of schools with less than 50% of Black students feeling a sense of belonging according to Panorama survey data.	Up is Better	New in 2024	New in 2024	New in 2024	6%

Students are Prepared for What's Next: Our students graduate on time and participate in a postsecondary pathway.

Measure	Directionality	FY 2022	FY 2023	FY 2024 Target	FY 2025 Target
Percentage of students who take the SAT and reach the Math College and Career Readiness benchmark.	Up is Better	New in 2024	New in 2024	New in 2024	16%
Percentage of students who enroll in one or more college-level courses during high school.	Up is Better	New in 2024	New in 2024	New in 2024	79%
Percentage of 9th grade academy students promoted to the 10th grade.	Up is Better	New in 2024	New in 2024	New in 2024	82%
Percentage of students who pass one or more college-level courses during high school.	Up is Better	New in 2024	New in 2024	New in 2024	76%
Percentage of students who take the SAT who reach the Reading & Writing, College and Career Readiness benchmark.	Up is Better	New in 2024	New in 2024	New in 2024	27%
4-year graduation rate.	Up is Better	Not Available	Not Available	75%	77%
On-time, 9th grade student promotion.	Up is Better	82%	82%	84%	86%

Measure	Directionality	FY 2022	FY 2023	FY 2024 Target	FY 2025 Target
DCPS Values our People: Recruit, develop and retain a talented, caring and diverse team.					
Retention rate of teachers rated effective or highly effective on IMPACT.	Up is Better	92%	94.7%	92%	93%
Percent of new hires that are District residents.	Up is Better	New in 2023	51.2%	No Target Set	No Target Set
Percent of new hires that are current District residents and received a high school diploma from a DCPS or a District Public Charter School, or received an equivalent credential from the District of Columbia.	Up is Better	New in 2023	Not Available	No Target Set	No Target Set
Percent of employees that are District residents.	Up is Better	New in 2023	47.9%	No Target Set	No Target Set
DCPS Partners with our Community: Ensure communication and deepen partnerships with families and the community.					
Number of views of on-demand Parent University sessions in English and Spanish.	Up is Better	New in 2024	New in 2024	New in 2024	400
DCPS Strives for Operational Excellence: DCPS creates and maintains a highly efficient, transparent, and responsive District government.					
Percent of required contractor evaluations submitted to the Office of Contracting and Procurement on time.	Up is Better	New in 2023	No Applicable Incidents	No Target Set	No Target Set
Percent of agency staff who were employed as Management Supervisory Service (MSS) employees prior to 4/1 of the fiscal year that had completed an Advancing Racial Equity (AE204) training facilitated by ORE within the past two years.	Up is Better	New in 2023	Not Available	No Target Set	No Target Set

Measure	FY 2022	FY 2023
Students Feels Connected Schools		
In-seat attendance (ISA) rate	85%	86%
Year over year change in student enrollment	New in 2023	1,096
Students receiving Tier 2 and/or Tier 3 MTSS supports	New in 2023	34
School Year Enrollment Total	49,035	50,131
Students are Prepared for What's Next		
Students registered for summer programming	New in 2023	6,495