

District of Columbia Public Schools FY2018

Agency District of Columbia Public Schools

Agency Code GAO

Fiscal Year 2018

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. **A Capital Commitment** - In spring 2012, DCPS launched a five-year strategic plan, A Capital Commitment that set five goals for 2017. Fiscal year 2016 (FY16) is the fourth full year of the plan. The goals are:

1. 1. At least 70% of our students will be proficient in reading and math, and we will double the number of advanced students in the district.
2. Our 40 lowest-performing schools will increase proficiency rates by 40 percentage points.
3. At least 75% of entering 9th graders will graduate from high school in four years.
4. 90% of students will say they like their school.
5. DCPS will increase its enrollment over five years.

2018 Strategic Objectives

Objective Number	Strategic Objective	# of Measures	# of Operations
1	Promote Equity: Define, understand, and promote equity so that we eliminate opportunity gaps and systematically interrupt institutional bias.	11	1
2	Empower our People: Recruit, develop, and retain a talented, caring, and diverse team.	1	1
3	Ensure Excellent Schools: Increase the number of excellent schools throughout the city.	4	1
4	Educate the Whole Child: Provide rigorous, joyful, and inclusive academic and social emotional learning experiences to ensure all students are college and career ready.	3	1
5	Engage Families: Ensure communication and deepen partnerships with families and the community.	1	1
6	Create and maintain a highly efficient, transparent and responsive District government.**	9	0
TOT		29	5

2018 Key Performance Indicators

Measure	New Measure/ Benchmark Year	FY 2014 Actual	FY 2015 Target	FY 2015 Actual	FY 2016 Target	FY 2016 Actual	FY 2017 Target	FY 2017 Actual	FY 2018 Target
1 - Promote Equity: Define, understand, and promote equity so that we eliminate opportunity gaps and systematically interrupt institutional bias. (11 Measures)									
Percentage of HS students taking at least 1 AP exam	<input type="checkbox"/>	24%	26%	24%	30%	24%	33%	27%	30%
Percentage of AP exams passed	<input type="checkbox"/>	32%	35%	33%	33%	34%	35%	36%	38%

Percentage of students scoring college and career ready (Level 4+) in ELA on PARCC	<input type="checkbox"/>	Not available	Not available	24.9%	Not Available	25.5%	30.5%	31.9%	36%
Percentage of students scoring college and career ready (Level 4+) in Math on PARCC	<input type="checkbox"/>	Not available	Not available	20.9%	Not Available	23.9%	28.9%	27.4%	32%
ELA achievement gap (percentage of students scoring college and career ready) between black and white students	<input type="checkbox"/>	Not available	Not available	64.9%	Not Available	58.9%	53.9%	63.7%	59%
Math achievement gap (percentage of students scoring college and career ready) between black and white students	<input type="checkbox"/>	Not available	Not available	56.9%	Not Available	58.6%	53.6%	61.3%	57%
Percentage of Special Education students scoring college and career ready (Level 4+) in ELA on PARCC	<input type="checkbox"/>	Not available	Not available	3.4%	Not Available	4.5%	5.4%	6.8%	9%
Percentage of Special Education students scoring college and career ready (Level 4+) in Math on PARCC	<input type="checkbox"/>	Not available	Not available	2.8%	Not Available	5.6%	6.8%	7%	8%
Percentage of English Language Learners students scoring college and career ready (Level 4+) in ELA on PARCC	<input type="checkbox"/>	Not available	Not available	11.6%	Not Available	13.9%	16.6%	17.7%	21%
Percentage of kindergarten, first and second grade students reading on or above grade level	<input checked="" type="checkbox"/>	Not available	Not available	Not Available	Not Available	New Measure	New Measure	New Measure	New Measure
Percentage of students considered college and career ready, as measured by the SAT	<input checked="" type="checkbox"/>	Not available	Not available	Not Available	Not Available	New Measure	New Measure	New Measure	New Measure
2 - Empower our People: Recruit, develop, and retain a talented, caring, and diverse team. (1 Measure)									
Retention rate of teachers rated Effective or Highly Effective on IMPACT	<input type="checkbox"/>	83%	88%	90%	90%	92%	90%	92%	90%
3 - Ensure Excellent Schools: Increase the number of excellent schools throughout the city. (4 Measures)									
4-year graduation rate	<input type="checkbox"/>	58%	60%	64%	70%	69%	75%	73%	76%
In-seat attendance (ISA) rate	<input type="checkbox"/>	89%	89%	90%	91%	89.7%	92%	89%	90%
First-time 9th grade student promotion	<input type="checkbox"/>	74%	Not available	78%	Not Available	84%	87%	86%	90%
Percentage of schools considered highly rated or improving in rating	<input checked="" type="checkbox"/>	Not available	Not available	Not Available	Not Available	New Measure	New Measure	New Measure	New Measure

4 - Educate the Whole Child: Provide rigorous, joyful, and inclusive academic and social emotional learning experiences to ensure all students are college and career ready. (3 Measures)

Percentage of principals certifying that their schools have the necessary textbooks and instructional materials	<input type="checkbox"/>	100%	100%	100%	100%	100%	100%	100%	100%
Audited Student enrollment	<input type="checkbox"/>	46,393	47,592	47,548	48,000	48,439	50,000	48,555	49,644
Percentage of students indicating they feel loved, challenged, and prepared	<input checked="" type="checkbox"/>	Not available	Not available	Not Available	Not Available	New Measure	New Measure	New Measure	New Measure

5 - Engage Families: Ensure communication and deepen partnerships with families and the community. (1 Measure)

Percentage of students in a Family Engagement Partnership (FEP) school who receive a home visit	<input type="checkbox"/>	Not available	Not available	Not Available	Not Available	Not Available	75%	77%	75%
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We've revisited a project to standardize District wide measures for the Objective "Create and maintain a highly efficient, transparent and responsive District government." New measures will be tracked in FY18 and FY19 and published starting in the FY19 Performance Plan.

2018 Operations

Operations Header	Operations Title	Operations Description	Type of Operations	# of Measures	# of Strategic Initiatives
1 - Promote Equity: Define, understand, and promote equity so that we eliminate opportunity gaps and systematically interrupt institutional bias. (1 Activity)					
Promote Equity	Promote Equity	Define, understand, and promote equity so that we eliminate opportunity gaps and systematically interrupt institutional bias.	Daily Service	0	2
TOT				0	2
2 - Empower our People: Recruit, develop, and retain a talented, caring, and diverse team. (1 Activity)					
Empower Our People	Empower our People	Recruit, develop, and retain a talented, caring, and diverse team.	Daily Service	0	1
TOT				0	1
3 - Ensure Excellent Schools: Increase the number of excellent schools throughout the city. (1 Activity)					
Ensure Excellent Schools	Ensure Excellent Schools	Increase the number of excellent schools throughout the city.	Daily Service	0	3
TOT				0	3

4 - Educate the Whole Child: Provide rigorous, joyful, and inclusive academic and social emotional learning experiences to ensure all students are college and career ready. (1 Activity)					
Educate the Whole Child	Educate the Whole Child	Provide rigorous, joyful, and inclusive academic and social emotional learning experiences to ensure all students are college and career ready.	Daily Service	0	4
TOT				0	4
5 - Engage Families: Ensure communication and deepen partnerships with families and the community. (1 Activity)					
Engage Families	Engage Families	Ensure communication and deepen partnerships with families and the community.	Daily Service	1	1
TOT				1	1
TOT				1	11

2018 Workload Measures

Measure	New Measure/ Benchmark Year	FY 2014 Actual	FY 2015 Actual	FY2016 Actual	FY 2017 Actual
5 - Engage Families (1 Measure)					
Number of general community meetings and engagements with key DCPS stakeholders completed by the Community Action Team	<input type="checkbox"/>	Not available	Not Available	2450	2057

Initiatives

Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date
Programming Supports - Students of Color	Offer programming that supports students of color, with an initial focus on maximizing the impact of EMOC and Reign. Through Reign, we will support young women of color to build community, confidence, and leadership skills inside and outside of school and launch Reign Innovation grants to improve academic and social outcomes for young women of color in DCPS. In addition, DCPS will provide training to teachers and staff on gender and racial equity.	09-30-2018
Teacher Pipeline	Strengthen teacher pipelines with a focus on teachers of color, bilingual teachers, and high-need content teachers; and a particular emphasis on black male and Latino educators.	09-30-2018
Opportunity Academies	DCPS will create an Opportunity Academy for 8th grade for students who need academic and social emotional support to be successful in high school; create Extended Year calendars at Roosevelt STAY and Luke C. Moore and implement Summit Personalized Learning in all core subjects.	09-30-2018
Attendance	Develop and implement a strategy to increase attendance.	09-30-2018

Enrollment	Develop and implement a strategy to increase enrollment.	09-30-2018
Curriculum and LEAP	Support teachers with implementation of the DCPS curriculum and resources through LEAP.	09-30-2018
Middle School Courses and Extra-Curricular Opportunities	Strengthen middle school offerings, including increasing coursework options and access to extra-curricular opportunities. This will include more exposure to STEM education with expanded engineering, computer science, and algebra courses in middle schools. Every middle school student will be able to participate in an extracurricular with increased club opportunities and sports, like coding, wrestling, and lacrosse.	09-30-2018
College and Career Experiences and Preparation	Expand access to college and career experiences and preparation. Provide a College and Career Coordinator at six schools so that every 10th, 11th, and 12th grader has a postsecondary graduation plan. Increase college exposure with more college tours and college and career expos, career coaching, and job training.	09-30-2018
DCPS and Family Communications	Improve and increase mechanisms to communicate with and listen to families.	09-30-2018
Social-Emotional Learning	Build a shared understanding of social-emotional competencies and embed social-emotional learning (SEL) into our curricular resources and culture.	09-30-2018