



DISTRICT OF COLUMBIA PUBLIC SCHOOLS

FY 2024 PERFORMANCE PLAN

MARCH 22, 2023

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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 2024 OBJECTIVES

Strategic Objective

Promote Equity: Define, understand, and promote equity so that we eliminate opportunity gaps and systematically interrupt institutional bias.

Empower our People: Recruit, develop, and retain a talented, caring, and diverse team.

Ensure Excellent Schools: Increase the number of excellent schools throughout the city.

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

Engage Families: Ensure communication and deepen partnerships with families and the community.

Create and maintain a highly efficient, transparent, and responsive District government.

3 PROPOSED 2024 OPERATIONS

Operation Title	Operation Description	Type of Operation
Promote Equity: Define, understand, and promote equity so that we eliminate opportunity gaps and systematically interrupt institutional bias.		
Promote Equity	Define, understand, and promote equity so that we eliminate opportunity gaps and systematically interrupt institutional bias.	Daily Service
Empower our People: Recruit, develop, and retain a talented, caring, and diverse team.		
Empower our People	Recruit, develop, and retain a talented, caring, and diverse team.	Daily Service
Ensure Excellent Schools: Increase the number of excellent schools throughout the city.		
Ensure Excellent Schools	Increase the number of excellent schools throughout the city.	Daily Service
Educate the Whole Child: Provide rigorous, joyful, and inclusive academic and social emotional learning experiences to ensure all students are college and career ready.		
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
Engage Families: Ensure communication and deepen partnerships with families and the community.		
Engage Families	Ensure communication and deepen partnerships with families and the community.	Daily Service

4 PROPOSED 2024 KEY PERFORMANCE INDICATORS AND WORKLOAD MEASURES

Key Performance Indicators

Measure	Directionality	FY 2021	FY 2022	FY 2023 Target	FY 2024 Target
Promote Equity: Define, understand, and promote equity so that we eliminate opportunity gaps and systematically interrupt institutional bias.					
Percent of AP exams passed	Up is Better	43%	45%	47%	0.47
ELA achievement gap (Percent of students scoring college and career ready) between black and white students	Down is Better	Not Available	61%	57.1%	57.1%
Math achievement gap (Percent of students scoring college and career ready) between black and white students	Down is Better	Not Available	64%	61.3%	61.3%
Percent of Special Education students scoring college and career ready (Level 4+) in ELA on PARCC	Up is Better	Not Available	8%	15.7%	12.5%
Percent of Special Education students scoring college and career ready (Level 4+) in Math on PARCC	Up is Better	Not Available	6%	11.7%	10.2%
Percent of English Language Learners students scoring college and career ready (Level 4+) in ELA on PARCC	Up is Better	Not Available	20%	26.2%	24.2%
Percent of high school students taking at least 1 Advanced Placement (AP) exam	Up is Better	22%	22%	33.2%	33.2%
Percent of students scoring college and career ready (Level 4+) in English Language Arts (ELA) on Partnership for Assessment of Readiness for College and Career (PARCC)	Up is Better	Not Available	35%	49.5%	40.5%
Percent of students considered college and career ready in Math, as measured by the Scholastic Aptitude Test (SAT)	Up is Better	19%	20%	22%	22%
Percent of students considered college and career ready in Reading and Writing, as measured by the Scholastic Aptitude Test (SAT)	Up is Better	30%	32%	34%	34%
Percent of kindergarten, first and second grade students reading on or above grade level	Up is Better	46%	57%	62%	62%
Percent of students scoring college and career ready (Level 4+) in Math on PARCC	Up is Better	Not Available	22%	36.2%	26.2%

Key Performance Indicators (continued)

Measure	Directionality	FY 2021	FY 2022	FY 2023 Target	FY 2024 Target
Empower 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	90%	92%	92%	92%
Ensure Excellent Schools: Increase the number of excellent schools throughout the city.					
4-year graduation rate	Up is Better	70.6%	Not Available	73%	73%
In-seat attendance (ISA) rate	Up is Better	88%	85%	90%	90%
First-time 9th grade student promotion	Up is Better	83%	82%	83%	83%
Percent of schools considered highly rated or improving in rating	Up is Better	Not Available	Not Available	No Target Set	No Target Set
Educate the Whole Child: Provide rigorous, joyful, and inclusive academic and social emotional learning experiences to ensure all students are college and career ready.					
Audited Student enrollment	Up is Better	49,890	49,035	50,499	50,499
Percent of principals certifying that their schools have the necessary textbooks and instructional materials	Up is Better	Not Available	100%	100%	100%
Percent of students indicating they feel challenged	Up is Better	84%	82%	85%	85%
Percent of students indicating they feel prepared	Up is Better	62%	66%	69%	69%
Percent of students indicating they feel loved, challenged, and prepared	Up is Better	45%	46%	47%	47%
Percent of students indicating they feel loved	Up is Better	59%	60%	60%	63%
Engage Families: Ensure communication and deepen partnerships with families and the community.					
Percent of students in a Family Engagement Partnership (FEP) school who receive a home visit	Up is Better	Not Available	61%	80%	0.71

Workload Measures

Measure	FY 2021	FY 2022
Ensure Excellent Schools		
School enrollment increases, as a percentage of their growth goal	Not Available	Not Available
Educate the Whole Child		
Students receiving Tier 2 and/or Tier 3 MTSS supports	Not Available	Not Available
Students registered for summer programming	Not Available	Not Available