

# DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

## BOARD OF EDUCATION

**Special Board Meeting  
Strategic Plan Metrics Meeting  
Wednesday, January 24, 2018  
5:30pm**

**Fisher Building  
12<sup>th</sup> Floor Conference Room  
Detroit, MI 48202**

## MINUTES

### **Call to Order**

The Special Meeting of the Board of Education of the Detroit Public Schools Community District (DPSCD or District) was called to order by Vice President Angelique Peterson-Mayberry at 5:39 p.m.

### **Moment of Silence**

Vice President Peterson-Mayberry called for a Moment of Silence.

### **Roll Call**

Secretary to the Board, Karen Morgan called the roll:

Present: Dr. Deborah Hunter-Harvill, Member, Georgia Lemmons, Member, LaMar Lemmons, Member, \*Sonya Mays, Treasurer, Angelique Peterson-Mayberry, Vice President, Misha Stallworth, Secretary and \*\*Dr. Iris Taylor, President

\*Arrived after the start of the meeting

\*\*Arrived at 5:45 p.m.

There being a quorum present the meeting was declared to be in session.

### **Administration Present**

Dr. Nikolai Vitti was present at the meeting

### **Meeting Norms**

Meeting Norms were read by Vice President, Peterson-Mayberry.

### **Call for Special Meeting**

Karen Morgan, Secretary to the Board, read the following: I, Karen Morgan, Secretary to the Detroit Public Schools Community District Board of Education do hereby certify that the foregoing notice of the Special Board of Education Meeting was delivered to each Board of Education Member on Monday,

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January 22, 2018, pursuant to its applicable statute.

## **Approval of Agenda**

Secretary Stallworth Motion to approve the Agenda.

Member Dr. Hunter-Harvill second the Motion.

Motion Carried without objection.

Superintendent Dr. Vitti presented the Detroit Public Schools Community District (DPSCD) Strategic Plan Metrics & Targets. The purpose of the meeting is for the Board to approve the metrics and targets. The following was presented.

## **Priority**

- 2017/2018 is a baseline year for DPSCD due to the merger with Educational Achievement Authority (EAA) merger.
- Review and approve recommended targets for areas where data is accurate and available.
- Dashboard will be operational by summer or fall
- Quarterly updates on progress of targets

## **Targets**

- Outstanding Achievement
- Metrics are linked to M-Step.
- Create annual goals in each accountability area where in the next five years placing the District in line with the state average.
- Administration will request the Board to consider using the term “exceptional students” in referencing students with special needs.
- Data for Outstanding Achievement moves to graduation rates, college-readiness rates, and metrics linked to Detroit Promise, retention and partnership schools.

Superintendent Dr. Vitti reviewed the Targets along with the actions the District would take to achieve results: The following was discussed:

## **Outstanding Achievement**

Most of the data for Outstanding Achievement is based on the M-STEP test that is administered state wide. The District will create annual goals in each of the accountability areas to determine the difference where we are as a District and state in the next five years.

## **How the District would achieve results:**

Strategy 1: Adopt and implement a highly aligned, consistent instructional curriculum that reflects the demands of Michigan’s core content standards pre-K through 12 as well as the pedagogical shifts in instruction required to support students in meeting these high standards.

Strategy 2: Ensure that every student in our district has access to a rigorous course progression that

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aligns with their college, career and life goals while being culturally relevant.

Strategy 3: Update our data and assessment systems in alignment to state standards to ensure all stakeholders have an accurate picture of each student's progress toward grade level expectations and on time graduation.

Strategy 4: Revamp special education services to meet the individual needs of each student.

Strategy 5: Provide intensive support to improve the achievement of our students attending Partnership Schools.

## **Whole Child Commitment**

Reflects students participating in breakfast lunch, non-core subject areas, extended day programs, culture enrichment experiences, and leadership and service learning experiences. This year will be a baseline year due to the current system unable to track data. An Request for Proposal for a new Student Information System will be issued.

How the District would achieve results:

Strategy 1: Based on students' individual needs, facilitate and align appropriate academic, cultural, and leadership experiences, as well as social-emotional and health services, to promote the holistic well-being and development of our students.

Strategy 2: Ensure that all students have access to robust programming in non-core subject areas, including visual arts, music, dance, theater, physical education, world language, technology and health, as well as service-based learning opportunities.

Strategy 3: Expand access to and participation in high-quality activities outside of the school day, including before and after school programs and summer experiences.

Strategy 4: Support students' health, development, and learning by providing high-quality, nutritious meals at our schools.

## **Exceptional Talent**

Exceptional Talent is the percentage of schools fully staffed with a focus on teachers. The District will track teacher vacancies at the beginning, middle, and end of the year. Data will also be captured in surveys related to staffing employment and the onboarding process. Principals, assistant principals, teachers, parents, and students will participate in the surveys.

How the District would achieve results:

Strategy 1: Overhaul human capital policies and practices to make recruitment, hiring and onboarding more efficient and effective.

Strategy 2: Pursue innovative partnerships and programs that strengthen our talent pipelines into open school and district positions.

Strategy 3: Ensure that all staff have the professional development they need to support our students and maximize the efficiency and effectiveness of our district.

Strategy 4: Develop and implement educator and staff evaluation and succession planning systems that supports individual growth, allows top employees to pursue advancement within our organization, and

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improves candidate pools for leadership vacancies.

## **Responsible Stewardship**

Responsible Stewardship is linked to the district's finances with a clear goal of a balanced budget, competitive grants, and partnerships. Administration is having a challenge in defining funds captured with competitive grants. This year will be used as the baseline year.

The plan to balance classroom size and over populated schools is to recruit teachers and create feeder patterns.

How the District would achieve results:

Strategy 1: Overhaul district and school budgeting processes to ensure a balanced budget that is aligned to the district's strategic priorities.

Strategy 2: Develop and implement a facilities management and technology infrastructure plan that accounts for current and future needs and identifies funding strategies to support maintenance and improvement.

Strategy 3: Establish and consistently implement a clear set of standard operating procedures and routines across schools and district departments that exemplify our values, maximize our resources and make us more efficient.

Strategy 4: Align district, community, philanthropic and city partnerships to ensure coherent programming and smart development.

Strategy 5: Ensure systematic research and evaluation plans for all major initiatives so that investments can be made based on the effectiveness of programs for students.

## **Transformative Culture**

Transformative Culture is survey based linked to students and parents. A kiosk will be available in the fall for parents who visit schools to complete a survey about their visit. The District will establish a 1-800 number for parents to take a survey.

How the District would achieve results:

Strategy 1: Gather, share and act on feedback from students, staff, and families on the culture of our schools and district.

Strategy 2: Establish and consistently implement a code of conduct that encourages positive behavior, maximizes instructional time for all students, and allows for restorative justice.

Strategy 3: Cultivate a school-going culture that dramatically reduces chronic absenteeism in our district.

Strategy 4: Develop and provide, in partnership with community allies, comprehensive supports and resources that empower our students' families.

Strategy 5: Build and implement shared decision-making structures to ensure the work of our schools and district meets the needs of our constituents.

Strategy 6: Implement consistent communication channels that keep all stakeholders informed about the district's operations, strategic direction, programs and opportunities, and progress.

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Member L. Lemmons asked if there was a plan to expand the application schools and to recapture Martin Luther King, Sr. High School as a top school.

Superintendent Dr. Vitti replied the plan is for every school to have a strong program.

Vice President Peterson-Mayberry asked would the survey include community stakeholders and vendors.

Superintendent Dr. Vitti stated there are no independent surveys for community stakeholders and vendors. The kiosk system will include an option for the person taking the survey to identify themselves as employee, parent, or vendor. Administration will build out a survey for customer service as a partner adding to Transformative Culture or Responsible Stewardship.

The next steps for the Superintendent will be to have quarterly meetings on the progress of the targets bringing back to the Board in the late spring or summer for metrics that do not have baseline data.

Member Dr. Hunter-Harvill Motion to approve the metrics in the current Strategic Plan that have an annual target.

Vice President Peterson-Mayberry second the Motion

Motion carried without objection

## **Public Comment**

**There were no public comments**

## **Adjournment**

Meeting adjourned at 6:16pm



Certified:

Karen Morgan, B.S.B.M  
Secretary to the Board

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