Charting Our Path Forward
Superintendent’s Update

June 2017 Regular Board Meeting
Speramus Meliora; Resurget Cineribus
High-Level Timeline

**Listen & Learn**
Continue to meet with stakeholders to identify what is working and what is not

**Analyze & Plan**
Summer 2017
High-Level Timeline - Fall/Winter 2017-18
Analyze our way of work across divisions and generate a strategic plan with the Board and Community to structure reform process

**Build**
Spring/Summer 2018
Focus on building new systems districtwide to improve outcomes in multiple areas

**Implement**
2018-19 School Year
Implement key reforms to fulfill the commitments in our strategic plan
Dialogue

Engage with stakeholders to understand issues, priorities, and context.

- Board Members
- Teachers and DFT
- Principals
- Families
- District Staff
- District Partners
- Faith-Based Community
- Local and State Leaders

Team

Build a best-in-class leadership team.

- Retain and recruit a district team that is committed to reform with a proven track record of serving our students through proactive and strategic support to schools through teachers and principals

Foundations

Lay groundwork that positions us for short and long-term success.

- Complete teacher CBA
- Reorganize District Office
- Prioritize teacher recruitment & hiring
- Ensure a smooth opening of schools
- Refine Plan for Partnership Schools
Priorities for the First Semester of the 2017-2018 School Year

Deep Analysis

Conduct thorough analyses across divisions to surface strengths and needs.

- Project Management
- Contracts
- Board Agenda System
- Board Policy
- Curriculum Audit
- Address Overtesting
- Human Capital & Talent Development
- Facilities & Operations
- State & Federal Audits

Strategic Plan

Collaborate with Board and Community to develop a multi-year plan for improving results.

Develop a plan that provides structure for decision making, budget priorities, and alignment and sets out the strategies we will pursue to achieve those outcomes.
Priorities for the Second Semester of the 2017-2018 School Year

**Systems**
*Invest in the systems and resources required to execute strategic plan.*

- Progress Monitoring Tools
- Department Plans and Reports
- Materials Adoptions
- Code of Conduct
- Enrollment Policy and Plan

**Budget**
*Zero-base our budget to align to strategic plan.*

- Analyze all allocations to ensure that funded positions, programs and initiatives all directly support our strategic priorities and commitments to the community.

**Talent Development**
*Position our staff for success in achieving the priorities outlined in our strategic plan.*

- Professional Development for Leaders and Teachers
- Plan for Pipeline Development and Succession Management
Likely Priorities for the 2018-2019 School Year

Talent
Launch comprehensive pipeline and professional development initiatives.

Curriculum
Put standards-aligned curriculum materials in the hands of schools with established structure for professional development and support.

Policy
Pursue a Detroit student-first state and local policy agenda in support of excellent public schools.

Whole Child
Align academic, arts, music, health and social emotional services while enhancing choice and options for enrichment.