Imagine PPS Update

March 3, 2020
Education Committee Meeting
We are aligning the work to impact student outcomes through our transformational building blocks.

**Equity Plan**
- Implicit Bias Training
- Increase Culturally Relevant Interventions and Supports
- Ethnic Studies Advisory Committee
- Understanding of Culturally Relevant Pedagogy
- Para2Teacher
- Provide a Common Language on 3G Attributes

**Comprehensive Plan**
- Birth to Grade 3
- Gifted Education
- Aligned Instructional System
- New Teacher Induction
- Job Embedded
- Professional Learning

**PBIS**
- Restorative Practices
- MTSS
- Community Schools
- Strategic Theme 1
- Create a Positive and Supportive School Culture

**Common Curriculum Framework**
- K-12 Reading Assessments System – NWEA
- Strategic Theme 2
- Develop and Implement a Rigorous Aligned Instructional System
- Strategic Theme 3
- Provide Appropriate Instructional Support for Teachers and Staff

**PLCs**
- PD Learning Plan
- Teacher Pipeline
- Rigorous Selection & Hiring Process
- Strategic Theme 4
- Foster a Culture of High Performance for all Employees

**Strategic Plan: Expect Great Things**

**The Council of Great City Schools Recommendations**

**Recommendations:**
- 23, 29, 60, 63, 64, 71, 74, 75, 81, 84, 85

**Recommendations:**
- 15, 17, 22, 23, 26, 27, 28, 31, 34, 40, 72, 73, 74, 103, 104, 105, 109, 112

**Recommendations:**
- 39, 40, 43, 45, 50, 51, 54, 62, 73

**Recommendations:**
- 25, 43, 45, 55, 56, 57, 58
Imagine a City-Wide Initiative
Our platform:

PPS cannot accept the status quo.

In order to graduate students who are prepared for the jobs of the future, we must take bold steps to align our vision with reality.

And we cannot do it alone.

We live in a city that values innovation. The time has come for us to ask others to join us in providing additional ownership, partnership and influence to realize our collective vision and work.
Our platform continued:

A new, city-wide approach will help us achieve our mission to be one of America’s premier school districts, student-focused, well-managed, and innovative, ensuring that all students are prepared to succeed in college, career and life.

The Imagine PPS launch corresponds with the sunset of the District’s current strategic plan but goes further to design an education delivery model that aligns with the values of our community, providing an equitable and rigorous education for all students regardless of their zip code.
Imagine all members of the community coming together to create...

a school system that graduates students who are well-prepared for life,
families who are engaged, neighborhoods that are welcoming, and a city that is vibrant and economically sound.

“Team of 10”
Community Champions

Community Champions are individuals that serve as experts in their area of focus, or whom have leverage and influence as trusted spokespeople to advocate and lead.

They are collaborators, leaders and mentors, providing the knowledge and resources we need to achieve our vision.

They will support the work of the *Imagine PPS* effort, helping to facilitate learning, create connections, and drive the work of the Design Teams.
Design Teams

• **Research:** Highly successful models and programs exist within schools and communities across the United States.

• **Action Plan:** The next step will be using this initial research to outline a plan for the work of the Design Team to be operationalized.

• **Recommendations:** At the conclusion of the six-month engagement period, each design team will be responsible for delivering its list of recommended next steps (including a budget and possible support) to PPS Executive Cabinet, allowing the District to synthesize the recommendations from the various teams **into a master Imagine PPS plan** to be presented to the School Board.
Imagine PPS Design Team Components

STUDENT PATHWAYS

POSITIVE STUDENT EXPERIENCE

UNDERPERFORMING SCHOOL STRATEGY

NEW SCHOOL PROGRAM DESIGN

SYSTEM / STRUCTURAL IMPROVEMENTS
Education Delivery Model, Capital Plan, Feeder Patterns, Magnet Pathways, Technology Enhancements
Engagement Sessions Results

• 12 Engagement Sessions
• Students, Parents, Teachers (PFT), Principals, Community and Staff
• Over 600 People in the sessions + over 400 via the online survey
Community Engagement Survey: Healthy Food

Overall, how satisfied are you with Healthy Food options at PPS?

- Extremely satisfied: 1.59%
- Somewhat satisfied: 12.70%
- Neither satisfied nor dissatisfied: 12.70%
- Somewhat dissatisfied: 39.68%
- Extremely dissatisfied: 33.33%

Works Well
- Free breakfast and lunch
- Fruits & veggies
- Gardens
- Salad bar
- “Nothing”

Needs Improvement
- Quality
- Needs to be healthier
- Food waste
- More time to eat
- Choice

New Ideas
- Healthier options
- Educate students about food & nutrition
- Environmentally sustainable options
- Multicultural choices
- Incorporate student voices
Community Engagement Survey: Arts

Overall, how satisfied are you with the Arts at PPS?

- Extremely satisfied: 2.82%
- Somewhat satisfied: 26.06%
- Neither satisfied or dissatisfied: 16.20%
- Somewhat dissatisfied: 35.21%
- Extremely dissatisfied: 19.72%

**Works Well**
- Staff
- CAPA
- Community partnerships
- Good for student overall performance & experience
- All-City

**Needs Improvement**
- Equity
- Funding, facilities, & resources
- More arts overall
- Integrate/incorporate arts across curriculum
- More staff

**New Ideas**
- Incorporate arts into core curriculum
- Greater consistency and frequency
- Enhance & increase community partnerships
- More access to theatre/drama/dance
- Diverse offerings in all schools
Community Engagement Survey: Program for Students with Exceptionalities

Overall, how satisfied are you with Special Education at PPS?

- **Works Well**
  - Staffing
  - Gifted program
  - Superior district
  - Identification
  - Class sizes

- **Needs Improvement**
  - Professional Development
  - Increase parent involvement/understanding
  - Increase staff
  - PSE students are marginalized/segregated
  - Identification issues

- **New Ideas**
  - More staff/smaller class sizes
  - More regional classrooms
  - Build peer relationships between students
  - More mental health professionals
  - More parent options, awareness, and communication

![Survey Results Chart]

- **Extremely satisfied** 20.00%
- **Somewhat satisfied** 28.48%
- **Neither satisfied or dissatisfied** 15.15%
- **Somewhat dissatisfied** 24.24%
- **Extremely dissatisfied** 12.12%
Community Engagement Survey: Athletics

Overall, how satisfied are you with Athletics at PPS?

![Satisfaction Bar Chart]

- **Works Well**
  - Opportunities
  - Community connection/programs
  - Staff
  - Nothing
  - K-8

- **Needs Improvement**
  - Improve resources/funding/facilities
  - Improve/expand K-8 sports offerings
  - Leverage athletics to promote academics
  - Equitable resources/funding
  - Staffing
  - Improve PE

- **New Ideas**
  - Bridge gap between community and school sports
  - Expand sports options
  - Athletics are more than competitive sports
  - Expand to K-8
  - Improve relationship between athletics and academics
Community Engagement Survey: Mental Health & Trauma-Informed Care

Overall, how satisfied are you with Mental Health and Trauma-Informed Care at PPS?

- **Works Well**
  - Staff
  - “Nothing”
  - Professional Development & training
  - Community partnerships
  - Restorative justice programs

- **Needs Improvement**
  - More staff
  - More training
  - Issues with discipline choices and handling of “behavior problems”
  - Support teachers, they can’t be all things
  - Student life skills

- **New Ideas**
  - More training
  - Engage whole family
  - Mental health programs for teachers
  - Improve screening
  - Consider demographics

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0.49% Extremely satisfied
8.33% Somewhat satisfied
15.69% Neither satisfied or dissatisfied
37.25% Somewhat dissatisfied
38.24% Extremely dissatisfied

Extremely satisfied
Somewhat satisfied
Neither satisfied or dissatisfied
Somewhat dissatisfied
Extremely dissatisfied
Imagine PPS Design Team Timeline

Phase 1: Launch December-January
- Board presentation and input on Imagine PPS
- Recruit Design Team leaders and community champions
- Train leaders and orient champions
- Recruit Design Team members

Phase 2: Strategy Development January - June
- Stakeholder input on Graduate Profile and Areas of Interest
- Design Teams begin meeting
- Develop objectives
- Draft potential projects
- Refine
- Stakeholder feedback

Phase 3: Implementation Planning May-August
- Identify significant implementation actions, timeline, and resource requirements
- Board review and approval of Design Team recommendations *

* Design Team recommendations will be staggered from June to August

Communication