



African-American Equity Task Force – June 2018

Recommendation: Equitable Employment Practices and Work Environments

Implementation Team Leads: Moe Cantrell and Caleb Fields

Accomplishments

- Established an HR team to dig deeper into current processes and find where adjustments need to be made.
- Developed new structures to attract and retain African-American educators:
 - DPS Belong groups offer a place for team members with similar experiences and backgrounds to build relationships with others throughout the district.
 - Reach One Mentoring provides team members of color the space to build a greater level of trust, sense of belonging and support to grow and succeed within DPS.
- Stay Conversations provide leaders and team members the opportunity to connect through meaningful dialogue and discuss what's working well and what could be improved within their role.

Progress

- Continuing to explore efforts currently underway across DPS that align with recommendations to ensure we are pooling resources and collaborating for greater impact, rather than duplicating efforts.
- Assessing the entire employee lifecycle to determine where barriers exist and what components need to be strengthened.
- Gaining clarity on where candidates—specifically teachers—are interviewing to understand potential barriers.
- Developing exit interview process.
- Developed a draft value proposition for educators of color as a recruitment tool. As part of this work, the team is designing an infographic to illustrate how potential candidates can connect with DPS.
- Partnering with the EdConnect program and leveraging recent research from the Colorado School of Mines to build a pipeline of current students into future candidates. This effort also includes conversations to help address the misconceptions of teaching.

Problem of Practice for Community Meeting:

1. What are the opportunities to push the long-term pipeline strategy within our communities?
2. How can we engage our community members in more effective ways to become paraprofessionals—who may be able to become future teachers?

2018-19 Focus:

1. Continue to expand the Grow Your Own pipeline opportunities.
2. Establish a marketing campaign for career development within DPS.
3. Create opportunities to showcase CareerConnect and EdConnect, and dialogue with students and others about the misconceptions of teaching.

Stay Informed:

Visit <http://celt.dpsk12.org> and go to the African-American Equity Task Force page for the latest progress updates and news.

Tip: Set a reminder on your calendar to check the webpage on the 15th of each month—this will ensure you stay updated on everything related to the work.

The Wisdom Team advises and works side-by-side with the implementation teams to ensure the recommendations are effectively implemented and evaluated on an ongoing basis.

Wisdom Team

- William Anderson
- Michael Atkins
- Trevon Brandhorst
- Kimberly Desmond
- Kinyata Jackson
- Trena A. Marsal (Deane)
- Sharikia Towers-Fulcher
- Unsuk Zucker

Senior Program Manager, Equity Initiatives
Leslie L. Juniel

Leads the ongoing work and implementation of the recommendations.

Implementation Teams

Five implementation teams are tasked with driving results toward each of the recommendations. These teams collaborate with multiple departments and organizations to develop and prioritize actions.

District and School Structures to Promote Equity
Team Leads:
- Allen Smith
- Bill de la Cruz

Culturally Responsive Instruction, Engagement and Communication
Team Leads:
- Dr. Danielle Harris
- Dr. Laura Summers

Targeted Supports for Students
Team Leads:
- Rochanda Jackson
- Danielle Johnson

Community and Family Resources
Team Leads:
- Dr. Sharon Bailey
- Iesha Mitchell (interim)

Equitable Employment Practices and Work Environment
Team Leads:
- Moe Cantrell
- Caleb Fields

African-American Equity Task Force Recommendations

Over a period of seven months, Denver Public School (DPS) staff and community members developed specific recommendations for defined levers of impact that will enable DPS to improve the experiences for African-American students, staff and families.

African-American Equity Task Force Working Groups