



As we continue to work on elevating equity within Denver Public Schools, we take note of our accomplishments thus far and continue to move forward with the next steps needed to ensure the success of our African-American students and teachers.

Accomplishment:

The development of an implementation plan for the African-American Equity Task Force recommendations.

- **Next Step:** Continuing to build on the implementation plan, which will be presented to the Board of Education in late September.

Accomplishment:

The establishment of an equity team responsible for ensuring the recommendations are effectively implemented and evaluated on an ongoing basis.

- **Next Step:** Engaging task force members to further the equity work.

Accomplishment:

Hiring of the lead for the equity work, Senior Program Manager of Equity Initiatives, Leslie L. Juniel.

- **Next Step:** Hiring a Project Manager to assist in equity initiatives.

Accomplishment:

Partnership with Generation Ready, an organization with whom we are partnering with to lead schools and departments in developing equity assessments and action plans.

- **Next Step:** Making it a requirement for schools and departments to develop equity plans that demonstrate their commitment to the Shared Core Value of Equity.
- **Next Step:** Development of equity measures to incorporate into the School Performance Framework (SPF).

**Notable
Accomplishment**

The Board of Education's unanimous acceptance of African-American Equity Task Force recommendations in June 2017.



Accomplishment:

The creation of DPS Belong: Employee Resource Groups and expansion of mentorship opportunities for African-American educators.

- **Next Step:** The launch event for DPS Belong and Mentorship Program kickoff in October.

Accomplishment:

The development of ongoing professional development focused on improving instruction. Continuing the implementation of required CRE training for new educators for the second year in a row.

- **Next Step:** Development of ongoing professional development focused on improving engagement and communication with African-American students, families and community members.

Accomplishment:

The superintendent's establishment of BEST: Black Educator Superintendent Team.

- **Next Step:** Continue to partner with the superintendent to improve the experiences of African-Americans in DPS.

Accomplishment:

The new Center for Family Opportunity in the Far Northeast coming this fall.

- **Next Step:** Development of a Black Advisory Committee and Black Family Academy.

Accomplishment:

The increase in the number of DPS hires of African-American school leaders and teachers.

- **Next Step:** Partnering with Make Your Mark and outside agencies to recruit diverse educators. Adding programs focused on belonging, equity and inclusion, such as ED Talks, DPS Belong and mentorship opportunities.
- **Next Step:** Exploring how we build pipelines to "grow our own."

Accomplishment:

Improvements in school and student performance related to achievement in graduation rates.

- **Next Step:** Continuing to assess students based on need and making sure their academic needs are met.

For additional information, including access to recommendations and reports visit: www.celt.dpsk12.org/african-american-equity-task-force

Contact Us: AAETF@dpsk12.org

Notable Accomplishment:

DPS Board of Education adopted changes to district discipline policy related to suspensions and expulsions in ECE – 3.

