DAAC Meeting
Division of Equity in Learning Update
13 May 2019

1. Division of Equity in Learning: Year-at-a-Glance
   New for this year:
   School Leaders’ Playbook
   Logistics Meeting- Webinar style meeting

2. Organization of Teams: Curriculum and Instruction, School Performance, and Student Success
   Expulsion, truancy, behavior and family and community engagement
   Exploration of the needs of our schools/district on our SPF/DPFs with stakeholders to
determine the necessary focuses (achievement and growth, special needs, preparation for post-
secondary education, etc.)
   Be disruptive as possible to systems that don’t make sense.
   See themselves in the work instead of hearing about the UIP in a board meeting

3. Organization of Schools: Shifting from Five Communities to Four Regions

4. Development of District Unified Improvement Plan: Collaborative Input and Design Process

5. Leaders and Learning: Professional Development for Principals and Assistant Principals
   One day a month Principals meet all day Thursday, Aps meet on Fridays.
   The way it was this year...together in the morning and break up in the afternoon
   Climate survey indicated need for feedback
   “Why are we doing things this way and is there a better way to do it?”
   We welcome the committee to come and join us on Thursdays or Fridays to elicit feedback from
   Principals and APs.

6. Leadership Pipeline Development: LEAD in APS, New Leaders Cohort, Principal Pool Process
   The right principal makes all the difference. Twenty-two new principals last year. New leaders’
   cohort with weekly or biweekly coaching.
   Lead in APS. Immersive experience for someone wanting to become leaders in the district.
   Measurable progress seen in our principal pool. 60 people in the pool this year compared to 6 in
previous years. Rigorous process including site-based walk through, community forum and interview with the Superintendent. Rico Munn makes final determination.


Principal turnover?
Ok with low bar and not growing our own in preparation for putting someone in those positions. Health- very difficult job (stress). You have to work way harder in APS.
Promotions of many principals to district positions.
Last year was an anomaly.

Are you getting a diverse group? Where are they coming from?
They are local and diverse. Data will be available on this at the end of the hiring season. We do have more external candidates than internal candidates.

How are we doing with diversity of teachers?
Not as well, but looking for the “ripple effect”. As we develop a more diverse principal group, they attract a more diverse teacher population.