

School District No. 1  
In the City and County of Denver  
State of Colorado  
Resolution No. \_\_\_\_\_

WHEREAS, in 2008, the Denver Public Schools (“the District”) became the first educational system in Colorado to create a tool, a School Performance Framework (“SPF”), to present summative information about academic outcomes in each school to families, the community and school teams themselves, and

WHEREAS, in more recent years, the District also has placed greater emphasis on supporting the whole child, equity and other important elements of public schooling, alongside academic outcomes, and

WHEREAS, in fall 2018 and spring 2019, during the Board of Education’s search for a new superintendent and in the selected superintendent’s subsequent community tour, teachers, leaders, families and the community consistently and persistently [identified](#) the District SPF as a priority area for improvement, and

WHEREAS, the District strives to be community-led and district-supported, and

WHEREAS, in June and July 2019, in response to concerns raised, the District sought self-nominations for a new “Reimagine the SPF Committee” (the “Committee”), and

WHEREAS, the District received more than 160 self-nominations and subsequently seated Committee members using a selection panel who prioritized representation of teachers, principals and families from each region of the District, as well as other factors such as racial and ideological diversity, and

WHEREAS, from August 2019 to May 2020, this Committee met monthly, with the support of an external facilitator, to discuss and debate the elements of public schooling that are important to teachers, principals, families and community members in Denver, as well as state and federal requirements, and

WHEREAS, during this same time period, the Committee further participated in a set of webinars between its regular meetings with local and national experts holding highly diverse points of view about school quality, including the authors of a qualitative study of families in Denver, with specific emphasis on Black and Latinx families; and

WHEREAS, Committee members further interacted with numerous existing District groups, including the Student Board of Education and the Teacher Advisory Council, and attended District-sponsored town halls, to deepen understanding of the needs and wants of the Denver community; and

WHEREAS, this Committee considered hundreds of pieces of public comment received from its own online comment form and at Board of Education meetings throughout its process; and

WHEREAS, on May 1, 2020, the Committee publicly released its recommendations;

WHEREAS, on May 14, 2020, following nine months of active, collaborative and deliberative effort, the Committee presented a [21-page report](#) to the Board of Education, contextualizing its work and putting forward three overall recommendations:

Recommendation #1: Adopt the state performance framework to capture and track essential information about how Denver schools are performing and how they relate to other districts and schools across the state to meet state accountability requirements.

Recommendation #2: Create a School Dashboard to inform all stakeholders on school performance and growth. Importantly, this recommended dashboard would include whole child and school climate elements that are completely absent from the state performance framework and proved of critical and consistent importance to Committee and community members across nine months of engagement.

Recommendation #3: Leverage a collaborative continuous learning and improvement cycle to assess the ongoing performance of schools across three value domains: academics, whole child, and culture/climate. This recommendation also strives to move the District toward a mindset of mutual responsibility, and

WHEREAS, Recommendations #2 and #3 drive transparent information sharing that paints a more robust picture of each school without adding additional expectations related to state and local accountability requirements. They will also prompt the District to work with schools in support of continuous improvement and to identify schools with the greatest need and provide equitable support and resources to best serve the needs of students, and

WHEREAS, from May 4 to May 18, 2020, the Committee received 319 responses from community members through its public comment form, which [demonstrated](#) majority support

for all recommendations at scale and on a disaggregated basis among responding teachers, leaders, families and community members, and

WHEREAS, on May 18, 2020, the Board of Education held a special Public Comment regarding the recommendations of the Reimagine the SPF Committee and also heard Public Comment on the matter again at its May 21, 2020, June 11, 2020, and August 20, 2020 meetings, hearing diverse viewpoints both supportive and concerned about the Committee's recommendations, and

WHEREAS, the Board of Education is grateful to the members of the Reimagine the SPF Committee for their months-long effort to address with integrity and in a community-based manner one of the most complex and controversial issues in our District, and in public education more generally, and

WHEREAS, the Board acknowledges that COVID-19 has introduced an unanticipated transition period in which the District does not have state data from 2019-2020, that COVID requires new focus on the adopted Crisis Priorities, and that COVID also has delayed the intended development of the Denver Plan 2030, which will establish a shared definition of both equity and school quality, and

WHEREAS, the Board of Education intends for the District to learn from and build upon the Committee's work and recommendations and further sees an opportunity within this transitional period without state data to deepen thinking and practice in how the Board can monitor and support our system and our schools more holistically.

NOW, THEREFORE, BE IT RESOLVED THAT, the Board of Education:

1. Adopts the state performance framework for state and federal accountability purposes, and to inform local accountability processes;
2. Directs staff to design and develop monitoring plans for the 2020-2021 Crisis Priorities that reflect a mindset of "mutual responsibility" and a focus on learning and improvement toward Recommendation #3;
3. Directs staff to draw from the Committee's recommendations related to Whole Child, School Culture/Climate, additional academic and other areas not included in the state framework, and continue community engagement into and through the Denver Plan 2030 process to identify public information families want to know about their schools and that schools want families to know, to ensure that all families have equitable access to information that empowers them as cooperative partners in our schools;

4. Directs staff to draw from the Committee’s recommendations and learnings from ongoing community engagement as the District launches Denver Plan 2030 efforts, toward development of a shared definition of equity and of a quality school in Denver, after which a local, public dashboard should become available, and a continuous learning and improvement cycle based on mutual responsibility can be fully realized, in line with the vision and values of the Denver Plan 2030 and in service of our students, schools, families and communities; and
5. Directs staff to include teachers, leaders, families, students, community members, Committee members and the Board in community engagement efforts.

Approved this 20th day of August 2020,

---

Dr. Carrie Olson, President

---

Tay Anderson, Secretary