

Des Moines Public Schools

Numbers, Priorities, Organization

Citizens' Budget Advisory Committee
18 December 2013

Thomas Ahart, Superintendent



Think. Learn. **Grow.**

www.dmschools.org

About Your District

- Largest school district in the state, by a factor of 2.
- Growing enrollment for four years, up 342 students this year.
- Our percentage of students of poverty, ethnic/racial minority, and non-English speakers are all growing

Some Important Numbers

- Average age of our buildings is over 65 years
- Just opened the most state of the art elementary school in the state
- Approaching 100% of classrooms with AC
- Only district in the country to win the national EPA Energy Star Partner of the year Award
- Winner of Governor's Environmental Excellence Award for 2013

Some Important Numbers

- 32,413 students
- 18% English Language Learners
- Over 100 languages
- Over 70% in poverty
- 13% (approx.) with IEPs
- Majority minority (51/49)
- 4,878 employees
- 3,000 teachers
- 120 administrators
- Over 60 sites serving students

Some Important Numbers

- Graduation Rate
 - from 72.68% to 79.15% in 3 years
- Drop-Out Rate
 - from 5.1% to 4.73% in 3 years
- AP Trends
 - Classes taken: 1,024 to 1,846 in one year (an 80.3% increase)
 - Tested: from 292 to 1225 in three years (420% increase)
- Out of School Suspensions
 - from 5,564 to 3,625 in one year (35% decrease)
- Math
 - Elementary: up 2.74%
 - Middle: up 1.79%
 - High: up 2.19%
- Reading
 - Elementary: up 1.27%
 - Middle: up 1.24%
 - High: up 4.48%

Some Great Opportunities

- All 5 high schools in the top 37 in the state for AP rankings
- World-Class Marine Biology Program
- Only Aviation Program in the state
- Only Renewable-Energy Program in the state
- New innovative programming every year
- More world languages than any district in the state
- More National Merit Scholars per-capita than any district in the state
- More State and National AP scholars per-capita than any district in the state
- New Urban Leadership Program

Areas of Emphasis for '13 – '14

- Continue to improve student achievement, including closing the achievement gap
- Provide more and better structured extra- and co-curricular opportunities for middle and high school students
- Continue to reduce the %age of dropouts
- Continue to increase the %age of graduates

Areas of Emphasis for '13 – '14 (con't.)

- Complete restructure of the Human Resources office
- Re-drawing of elementary school boundaries
- Continue to improve school security and safety
- Construct new Early-Childhood Center in urban core (Casady site at 16th and Franklin)
- Continue to find operational efficiencies

Areas of Emphasis for '13 – '14 (con't.)

- Progress on Operational Efficiencies
 - Energy use/efficiency efforts
 - Reductions in printing costs
 - Lean administration structure
 - Classification & Compensation study
 - District-wide, all-employee wellness initiative
 - Elimination of leased properties
 - Pursuit of alternative funding sources
 - Lobbying at capitol for targeted resources for our areas of most need

Priorities & Opportunities

- Improve student learning results
- Improve student engagement
- Improve employee, especially teacher, engagement
- Redraw elementary attendance areas
- Improve Community Engagement

Improve Student Learning

- Build on the tremendous success from '12-'13
- Pilot standards-referenced reporting at middle schools
- New mentoring & induction system for teachers
- Strategic leadership development
- Improved utilization of Heartland AEA II services
- Research on technology integration/blended learning to make the best investments in technology moving forward

Improve Student Engagement

- Gallup student poll, to be given this fall in grades 5 through ?
- Increased the number of elementary sections to lower class size
- Increased number of “specials” teachers at elementary
- New Learning Services & Student Activities Office
 - Increase identification and services for K-5
 - Develop comprehensive, articulated activities program vertically by feeder pattern
 - Continue to explore innovative programming at Central Campus

Improve Employee Engagement

- Gallup Q12 work engagement survey to be given district-wide this fall, will be administered annually
- New district wellness program is in early-phase of implementation
- No negotiations this year; HR will be visiting with DMEA to clarify some language with goal of improving our ability to hire early
- New teacher mentoring program, aligned with alternative contract AND Iowa Education Reform AND leadership development efforts (Gallup data will help inform this work as well)

Already Underway at DMPS

The logo for DMPS & DMEA features the text "DMPS" in a large, bold, blue sans-serif font. Below it is a smaller blue ampersand "&" centered between two horizontal red lines. Underneath the lines is the text "DMEA" in a large, bold, blue sans-serif font, matching the style of "DMPS".

A Groundbreaking Agreement

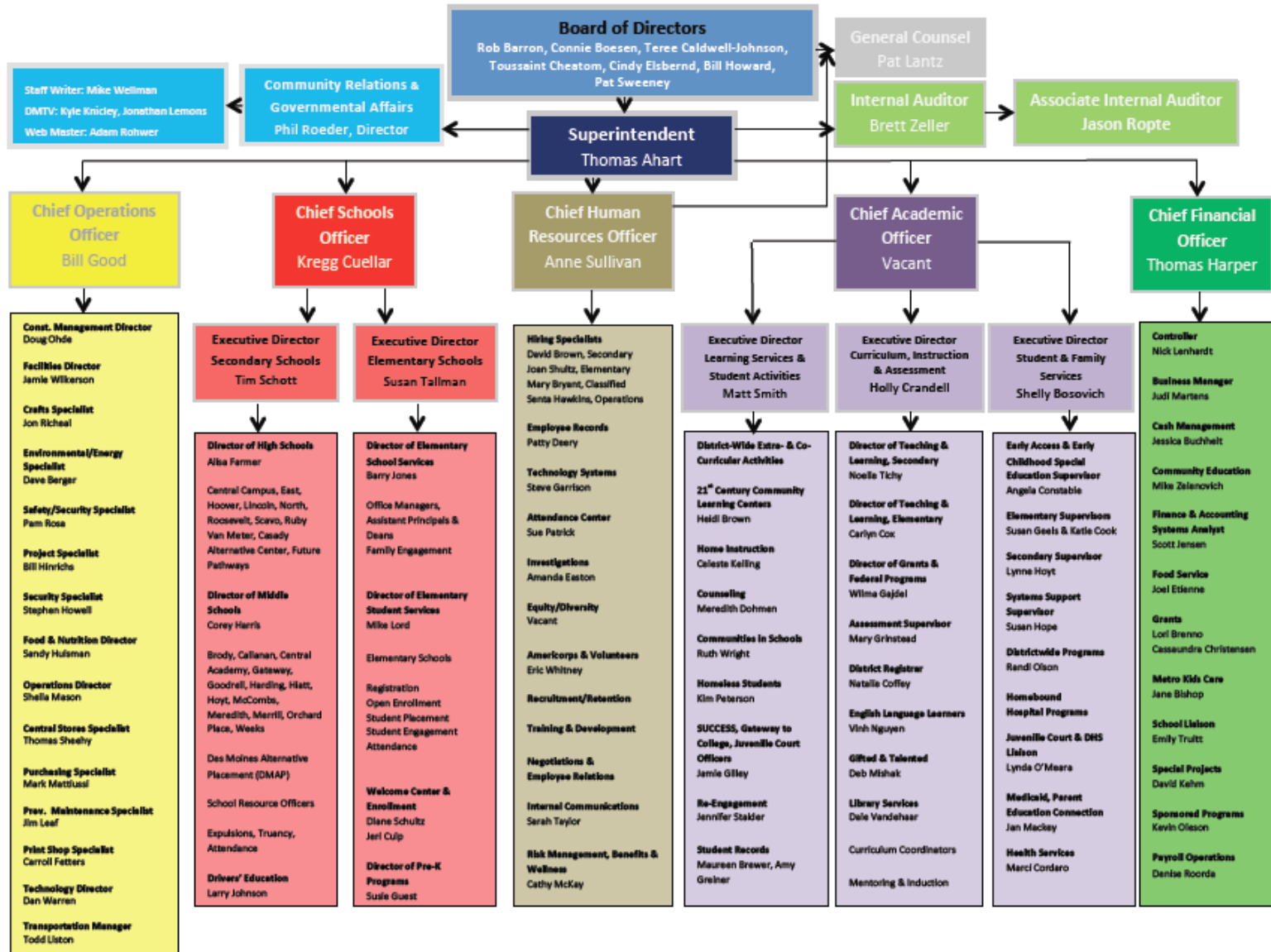
- Innovative Alternative Contract for new teachers
- Re-engineered teacher mentoring program
- Instructional Coaches and School Improvement Leader Roles

More NEW at DMPS



- New Wellness Program
- More robust and comprehensive internal audit function
- New organizational structure for improved efficiency and accountability

Our Organization



QUESTIONS?



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