DRAFT v3 - DCP Theory of Action & Levers 17-18 to 22-23

Theory of Action (v4): **If** we, DCP, can create a shared depth of understanding about equity and what we believe about owning one's story, and know about first-generation college readiness and persistence in our minds and actions individually and especially collectively **then** the Central Office, schools, and teammates will be able to establish the Goal, Evidence, and Strategic Priorities and create and implement the Instructional Model and programs, develop supports, appropriate resources, monitor their effectiveness, and continually course correct **so that** school sites and teachers can facilitate a high leverage growth-based academic environment, based in our Core Pedagogical Beliefs, in support of **all students demonstrating** and **all families understanding** how their child is progressing toward **college readiness**.

Org Goal: By 2023, at least 80% of DCP students will promote or graduate college-ready.

Evidence Indicators:
- 80% of DCP students will obtain a 3.0 GPA or higher using an **SNG** (**S**tandards-mastery, **N**on-cognitive, **G**rowth-based) grading system and 80% of DCP students with an IEP meet all their IEP goals
- 100% of DCP students track and reflect on their college readiness along our academic, college, and self-knowledge indicators at least quarterly using the College-Going Identity Profile. Sites compile composites quarterly and overtime at an individual, grade, and school levels.
- ELA improvement on the CAASPP exam of at least 25 scale score points increase at each grade level (17-18) each year until at least Green is achieved (19-20)
- Mathematics improvement on the CAASPP exam of at least 10 scale score points increase at each grade level (17-18) each year until at least Green is achieved (19-20)
- 90% or more retention of student cohorts across grade levels and 80% or more from middle to high school
- <Staff Retention Goal. See Jen's work on the org-wide.>

4 Levers (Formerly known as Strategic Priorities):

Levers	Definition (DRAFT)	Indicators (Orange = Evidence Indicator)	Artifacts	Targets & Actuals (Green = Target Achieved, Yellow = Progress from previous year baseline, Red = Regression from baseline)								
				A 16-17	T 17-18	A 17-18	T 18-19	A 18-19	T 19-20	A 19-20	T 20-21	A 20-21
College-Going Mindsets / Identities **Ganas**	Engage all students in college preparatory experiences that develop their academic, college, self, and family & community knowledge	**DCP students will obtain a 3.0 GPA or higher using an SNG grading system**				Baseline AH: AM: EC: EP:	52%	AH: AM: EC: EP:	60%	AH: AM: EC: EP:	65%	AH: AM: EC: EP:
		- **DCP students track and reflect on their college readiness**					90%		100%		100%	
		- DCP Graduation Rate (17-18)		AH: 88% EP: 83%	89%	AH: 75% EP: 86%	91%		93%		95%	
		- DCP Students Graduate College w/in 6 years after graduating (19-20)		41% C'10					50% C'14		50% C'15	

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Category	Goal	Metric		Baseline/AR	Target	Current	Target					
		College/Career Ready (includes a-g) (19-20)		AH: 46% EP: 35%		AH: EP:	50%		60%		60%	
Talent Development	Recruit, develop, support, and retain outstanding talent **Comunidad**	Increase in teacher retention - 20%+ until 95% (17-18)				61%	73.2	86%	88%		95%	
		- By 3rd week of June, new teachers that support our mission are hired				Baseline: AH: -0.8 AM: -2 EC: -4 EP: 0						
Operations & Decision Making	Advance operational systems and decision-making protocols that boost collaborative effort and secure accountability **Orgullo**	Bond Enrollment Goal Met and Maintained (17-18)			100% 1342	100% 1342	100% 1496		100% 1605		100% 1636	
		ADA (17-18)		93-95%	AH: 94.7% AM: 94.7% EC: 95.5% EP: 95.2%	AH: 93.61% AM: 94.83% EC: 94.99% EP: 94.42%	AH: 93.61% AM: 94.83% EC: 94.99% EP: 94.42%		AH: AM: EC: EP:		AH: AM: EC: EP:	
		- Chronic Absenteeism (Decrease)		AR: 13.9% EC: 9.9% EP: 14.8%		Baseline AH: 22.5% AM: 17.5% EC: 19.5% EP: 13.6%	AH: ≤10% AM: ≤10% EC: ≤10% EP: ≤10%	AH: AM: EC: EP:	AH: AM: EC: EP:	AH: AM: EC: EP:	AH: AM: EC: EP:	AH: AM: EC: EP:
		- Drop-out Rate				Baseline AH: 1.0% EP: 1.6%	AH: ≥ -0.2% EP: ≥ -0.3%	AH: EP:		AH: EP:		AH: EP:
Rigorous Academic Systems	Improve, invest in, and innovate academic systems that build capacity **Comunidad, Orgullo, Ganas**											
Culture		Suspension Rate (Decrease) (17-18)	- DCP Playbook	AR: 4.2% EC: 10.9% EP: 2.2%	≤4.0%	AH: 2.9% AM: 4.8% EC: 9.3% EP: 5.4%	AH: ≤2.6% AM: ≤4.0% EC: ≤4.0% EP: ≤4.0%	AH: AM: EC: EP:	AH: AM: EC: EP:	AH: AM: EC: EP:	AH: AM: EC: EP:	AH: AM: EC: EP:
		- **Retention across years w/in a site**		77%		71%	80%	AH: AM: EC: EP:	85%	AH: AM: EC: EP:	90%	AH: AM: EC: EP:

Initiative	Strategies	Metric / Goal										
		- **Retention from MS to HS**	(orange)	AR: 41% AL: N/A	(black)	AR: 52% AL: 80%	AR: 60% AL: 80%	AR: AL:	AR: 70% AL: 80%	AR: AL:	AR: 80% AL: 80%	AR: AL:
Workshop Model v2 (at least 5 years)	- Conferring (1:1 & Small group) - Formative Assessment - Small Group work (Y2)	- ELA 25+ scale score points increase at each grade level (17-18) until at least Green is achieved (19-20)		AH: 51% AM: -52 EC: -71 EP: -17	AH: 54% AM: 38% EC: 31% EP: 53%	AH: 51% AM: 32% EC: 19% EP: 27%	AH: 62% AM: 49% EC: 42% EP: 62%		AH: 76% AM: 58% EC: 54% EP: 67%		AH: 80% AM: 68% EC: 54% EP: 63% EP: 78%	
		- Students with an IEP achieve all of their IEP Goals		(black)				Baseline AH: AM: EC: EP:	AH: AM: EC: EP:	AH: AM: EC: EP:	AH: AM: EC: EP:	AH: AM: EC: EP:
		EL Goal (Newcomers)		AR: 94.3% EC: 87.5% EP: 96.6%	85%		85%		85%		85%	
Math Curriculum & Instruction		- 10+ scale score points increase at each grade level (17-18) until at least Green is achieved (19-20)		AH: -124 AM: -85 EC: -93 EP: -118	AH: 12% AM: 24% EC: 18% EP: 12%	AH: 17% AM: 16% EC: 9% EP: 6%	AH: 15% AM: 27% EC: 22% EP: 14%		AH: 16% AM: 32% EC: 25% EP: 15%		AH: 18% AM: 36% EC: 28% EP:16%	
Standards-Mastery, Noncognitive, Growth-Based Grading Framework (Planning in 18-19 Implementation in 19-20)				(black)								
Competency-Based Learning System (Planning in 19-20 Implementation in 20-21)				(black)								

Lots of data are in the following documents: Performance Indicators & 17-18 LCAP & College Success Dashboard

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