

# DCPS STRATEGIC PLAN

## Central Office Staff Listening Session Summary

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### Session Overview:

DCPS leadership met with Central Office Staff both virtually and in-person at the DCPS Central Office. Attendees participated in a small group feedback session. During these exercises, attendees were asked to share their feedback around four main topical questions:

- What does a welcoming and affirming school community look like for all students, families, and staff?
- What can we do to ensure equitable programming and policies across all of DCPS?
- What do our students need academically, socially, and emotionally to reach their full potential?
- What resources do our staff, families, and students need to ensure all students thrive?

### Summary of Feedback:

#### **What does a welcoming and affirming school community look like for all students, families, and staff?**

- Implementing the feedback that staff shares with the DCPS office
- Greeting students at the door with a positive and friendly attitude
- Feeling that staff positions in the school have job security
- Creating open lines of communication to parents and families
- Developing opportunities for students to learn different skills
- Maintaining access to resources and funding to serve families and students
- Creating a more consistent and predictable environment for students and staff

#### **What can we do to ensure equitable programming and policies across all of DCPS?**

- Reflecting each year on how equitable policies at each school have been
- Evaluate if all people are being treated equally
- Create a pipeline and steps in the process of creating equity
- Make sure the staff and teachers equally distribute the workload
- Ensure that our teachers experience equitable support and affirmation
- Engage community partners and leverage existing partnerships that add value to our communities
- Continue instructing around the Whole Child framework and social emotional learning
- Provide more access to technology and resources

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## **What do our students need academically, socially, and emotionally to reach their full potential?**

- Equipping teachers and staff with the proper resources to support them
- Providing consistency in positive relationships between students and teachers
- Spending more time focusing on the communities that each school serves
- Acquiring more funding for mental health and social work capacity on campus
- Creating a more streamlined way to assess school needs and target them directly
- Providing more opportunities to learn outside the classroom
- Building more trust between central office staff and school-based staff

## **What resources do our staff, families, and students need to ensure all students thrive?**

- Better access to meals, school supplies, and technology
- Continuing partnerships with outside agencies and providing that information to families
- Improving staff recruitment and retention efforts
- Reducing the stress load on school staff
- Providing students and teachers with flexible time during the school day
- Improving how resources are prioritized and what they are focused on
- Investing in new and updated systems for our schools