

DCPS STRATEGIC PLAN

School Staff Listening Session Summary

Session Overview:

DCPS leadership met with School Staff in virtual sessions. As part of the event's agenda, 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?

- Ensuring that students can connect with and feel safe with their teachers
- Making sure DCPS staff have open communication with schoolteachers and staff
- Decorating and designing schools with students' comfort in mind
- Providing proper training to teachers and staff so they all feel more prepared
- Greeting students at the door with a positive and friendly attitude
- Feeling that staff positions in the school have job security
- Treating teachers like the professionals that they are
- Developing stronger manager/leadership positions in schools

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

- Prepare curriculum with the needs of atypical and neurodiverse children in mind
- Sharing strategies and information between schools on ensuring equity
- Create more PTA groups to help foster community and support for schools
- Pushing for more extracurricular activities to supplement learning
- Developing a new hiring system to efficiently hire more teachers
- Making sure the staff are representative of both the student and community populations

DCPS STRATEGIC PLAN

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

- Creating a healthy space where students feel comfortable
- Work on meeting students where they are and targeting specific needs
- Prioritizing student safety and protection at all schools
- Developing positive relationships with the students to help promote learning
- Utilize the rich cultural and artistic outlets that we have in the DMV area
- Working to improve digital and tech access for students and families
- Hiring more counselors and social workers for students
- Ensuring that students are in the correct reading levels

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

- Hiring more school staff to lighten the stress load on schools
- Promote opportunities and resources from DCPS that schools may not be aware of
- Specifying the exact roles and responsibilities of each staff member
- Supplying underfunded schools with more classroom essentials
- Developing better procurement processes for schools
- Providing uniforms to families who need them for free
- Increase dialogues with non-English speaking families and parents
- Providing ample time away from work to school staff
- Improve upon the work life balance for school staff