

What are the Performance Dialogues?

Performance Dialogues are a series of strategic conversations designed to support schools in order to drive student outcomes. This continuous process is designed to develop shared ownership of district priorities and to facilitate a culture of learning and improvement throughout the district. In the dialogues, we celebrate successes, focus on areas for improvement, and align support across the district for concrete action that will move us toward the Denver Plan 2020 goals.

For the 2016-17 school year, Performance Dialogues will focus on our six instructional priorities:

- Whole Child
- Great Schools in Every Neighborhood
- Foundation for Success
- College & Career Ready
- Teachers & Leaders / Building Capacity in Instructional Leadership Teams (ILTs)
- Opportunity Gap

Three Sessions, One Focus

Each month, one instructional priority will receive special focus through a series of three coordinated meetings:

<i>Performance Dialogues: Explore</i>	First Tuesday	Action Team meets with the Senior Leadership Team to dive into data on current progress to identify successes and challenges.
<i>Performance Dialogues: Engage</i>	Third Monday	The broader district leadership comes together to raise awareness of progress and to develop cross-functional connections to support the work.
<i>Performance Dialogues: Empower</i>	Following month	The Board of Education takes up the instructional priority in its monthly study session.

In addition to these formal meeting structures, action teams have been assigned to drive the ongoing work in each of the priority areas and to provide regular status reports.

Collective Accountability Through an Exploratory Process

The Performance Dialogues aim to evaluate and hold ourselves accountable for progress toward the Denver Plan 2020 goals. We will do this by:

- Increasing focus, clarity, and urgency for executing our most critical initiatives with the aim of closing opportunity and achievement gaps
- Promoting cross-functional collaboration, problem-solving, improved planning, and execution
- Fostering a culture of candor, collegiality, accountability, learning, and student-centeredness
- Celebrating, sharing, and replicating successes

Roles and Alignment

Action Teams

- Develop, implement, and monitor action plans for each priority on an ongoing basis.
- Collaborate to achieve the work within each priority.
- Monthly status updates related to the timeline, scope and resources.

Explore Meeting (SLT)

- Review current state of one instructional priority per month through deep dives into annual data and process data.
- Identify barriers to implementation and key decisions to be made.
- Review updates on each of the priorities and address other priorities as needed.

Engage Meeting (Academic Leadership)

- Raise awareness about action plans supporting district priority.
- Increase collective ownership for district priorities.
- Identify cross-functional connections to garner additional support for action plan.

Board of Education

- Share progress toward district goals.
- Address policies related to district priorities and action plans.

Action Teams

- Continued implementation and monitoring
- Monthly status updates
- Evaluation of year-end progress and preparation for next year

Questions + Information: Amy McGuire (amy_mcguire@dpsk12.org) or Michael Culbertson (Michael_culbertson@dpsk12.org)