



# Senior Men's Club of Birmingham

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October 18, 2024

## VISION

### The Future We Want

All students will have the knowledge, skills and confidence necessary to thrive in our city, our nation, our world.

## MISSION

### The Work We Do

We educate and empower every student, in every community, every day, to build a stronger Detroit.

Students First

Excellence

Integrity

Equity

Service

Tenacity



Transformative  
Culture



Outstanding  
Achievement



Whole Child  
Commitment



Exceptional  
Talent



Responsible  
Stewardship



## Transformative Culture

- Established PTAs and SACs across schools
- Added a Parent Outreach Coordinator role at each school
- Introduced a consistent process for volunteering and increased volunteerism
- Brought in Faith-Based partnerships to schools
- Introduced Parent Academy reaching hundreds of families per year
- Launched Let's Read to bolster community involvement in classroom
- Adopted Anti-Racist and Sanctuary District resolutions
- Revised the Code of Conduct with stakeholder input and a focus on behavioral supports and restorative practice
- Introduced Parent Listening sessions and 5 Things Weekly Newsletter to make direct connections with families
- Built a student and staff Hub (intranet) to share knowledge and information



## Outstanding Achievement

- Outperformed State, County, and City Charters on M-STEP Improvement in 2023 and 2024
- Achieved highest literacy proficiency in over a decade, including the highest ever College and Career Readiness rate in ELA
- Exited 35 schools from state Partnership status
- Improved graduation rate post-pandemic
- Expanded access to accelerated courses, including AP and Dual Enrollment courses available across schools
- Expanded access to Gifted and Talented Education
- Launched a dedicated Newcomer program
- Invested millions of dollars annually on high quality curriculum materials and classroom libraries
- Added Academic Interventionists, structured intervention programs and tutoring funds across schools



## Whole Child Commitment

- Restored and maintained Art or Music and Physical Education in all schools
- Restored recess
- Expanded athletics programming K-12 and participation in Special Olympics
- Offered mental health services at all schools
- Added counselors and nurses to every school
- Made vision and dental screening available at all schools
- Introduced a Student Leadership Council with two Student Board Seats
- Expanded access to STEM and Social Studies Enrichment, like oratorical and debate
- Introduced Cultural Passport and reinvested in Evening of Fine Arts
- Increased breakfast and lunch participation districtwide
- Expanded school gardens and farm to table food programs



## Exceptional Talent

- Added hundreds of school-based positions while drastically reducing vacancies, including at hard to staff schools
- Increased all staff salaries, including teacher salaries by an average of more than \$25,000; moved new teacher starting salaries from \$35,682 in 2017 to \$55,000 in 2024 and most veteran maximum salaries from \$65,264 in 2017 to \$90,000 in 2024 and \$93,000 in 2025
- Built a grow-your-own certification program, On the Rise Academy, responsible for 150 new teachers
- Introduced teacher leadership roles, including Teacher Leaders and New Teacher Mentors
- Launched a professional development catalog, increasing Professional Learning Course Enrollments to over 108,000 in 2023-2024
- Received national and state recognition for excellence via the CGCS Urban Superintendent of the Year, MI Teacher of the Year, and MI Social Worker of the Year



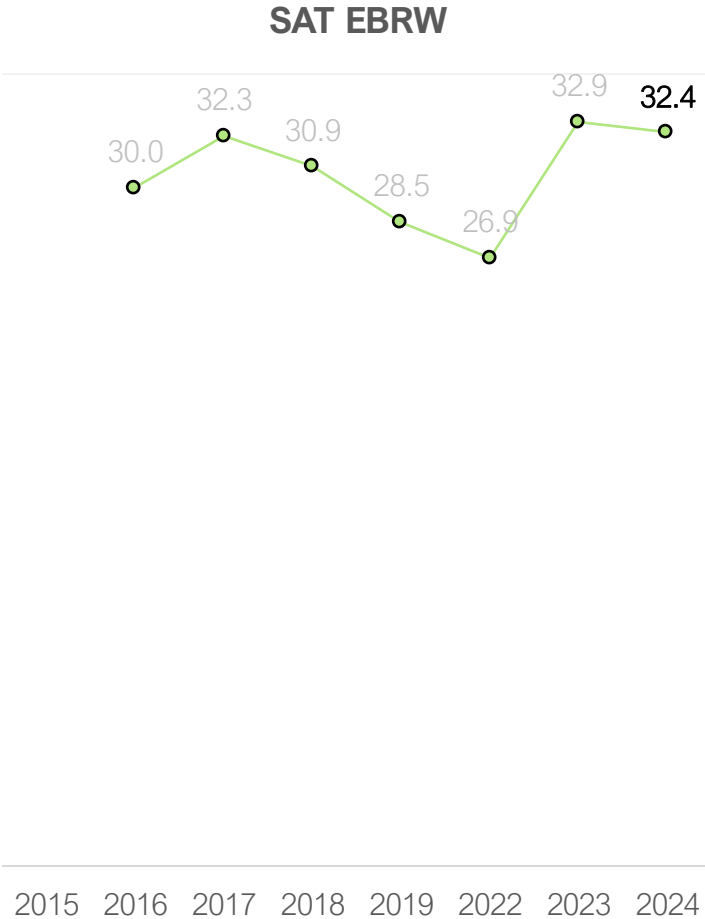
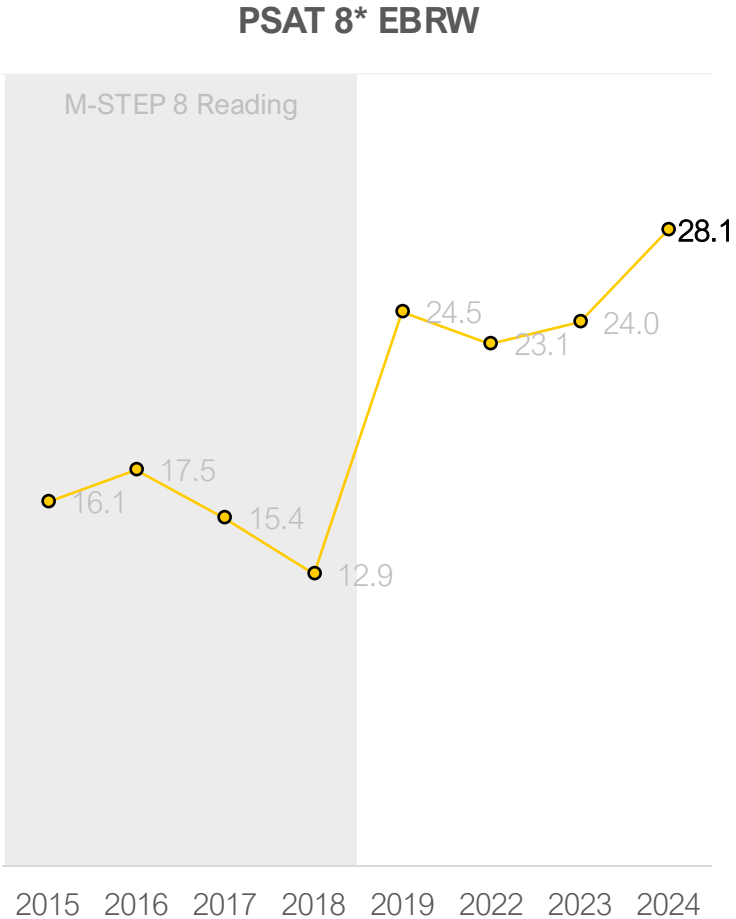
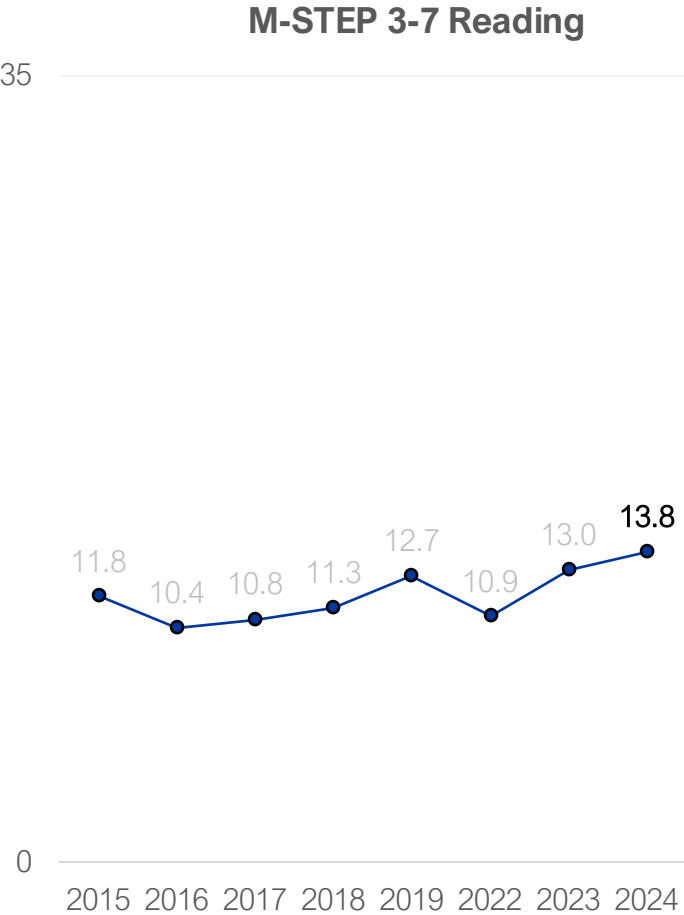
## Responsible Stewardship

- Reduced FRC Oversight
- Achieved Clean Audits
- Adopted a balanced budget for 8 consecutive years
- Recognized as a model district for COVID relief funding and federal spending efficiency
- Allocated \$840M for facilities investments
- Went from 6:1 to 1:1 on student to device ratio
- Invested \$61.5M in security systems, PA systems, and network improvements
- Reduced average vendor payment from 90 days to ~20
- Adopted new data systems, including an upgraded Student Information System, best in class data systems and new data collection mechanisms to assess progress
- Introduced innovative district vehicle program to serve homeless and ESE students while reducing costs

# Most Recent Highlights

- Outperformed State, County, and City Charters on M-STEP Improvement in 2023 and 2024
- Achieved highest literacy proficiency in over a decade, including the highest ever College and Career Readiness rate in ELA
- Increased all staff salaries, including teacher salaries by an average of more than \$25,000; moved new teacher starting salaries from \$35,682 in 2017 to \$55,000 in 2024 and most veteran maximum salaries from \$65,264 in 2017 to \$90,000 in 2024 and \$93,000 in 2025
- 2024 teacher separation rates are trending significantly lower compared to 2023 and is trending lower than pre-pandemic levels
- Built a grow-your-own teacher certification program, On the Rise Academy, responsible for 150 new teachers
- Rebounded to exceed pre-pandemic graduation rate; 63% upper classmen now enrolled in College & Career Ready classes (AP, IB, Dual Enrollment, CTE) and 57% earning CCR credit
- Launched Health Hubs at neighborhood high schools with Family Resource Center

# Historical Performance on ELA State Assessments



\*In 2019, the PSAT8 replaced M-STEP in 8th grade. Years 2015-2017 include DPS and EAA test performance.  
 Note: State assessments were cancelled in the 2020SY and made optional in the 2021SY.

# ELA and Math district testing rankings have consistently improved since 2017

*Statewide: LEA and PSA Districts*

<i>Subject</i>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>
<i>M-STEP ELA (3-7)</i>	737 of 758	721 of 755	700 of 745	691 of 743	684 of 747	673 of 744
<i>M-STEP Math (3-7)</i>	733 of 759	727 of 755	685 of 745	691 of 743	666 of 747	649 of 744
<i>SAT EBRW</i>	518 of 603	523 of 605	508 of 608	498 of 603	454 of 604	451 of 611
<i>SAT Math</i>	518 of 603	514 of 605	501 of 608	509 of 603	433 of 604	410 of 611

## Recovery from the Pandemic

# Grades 3-8

Change from 2018-19 to 2023-24	ELA	Math	Social Studies	Science
DPSCD	+1.5	+0.6	+1.5	*
Detroit Charters	-1.9	-1.9	+0.7	*
State	-2.8	-4.1	+1.5	*

# Grade 11

Change from 2018-19 to 2023-24	ELA	Math	Social Studies	Science
DPSCD	+3.9	-0.6	+1.5	*
Detroit Charters	-0.8	-4.4	-1.0	*
State	-4.0	-10.0	-7.0	*



\*New M-STEP Science Assessment was administered for the first time in 2021-22



## Last Year Improvement Comparison

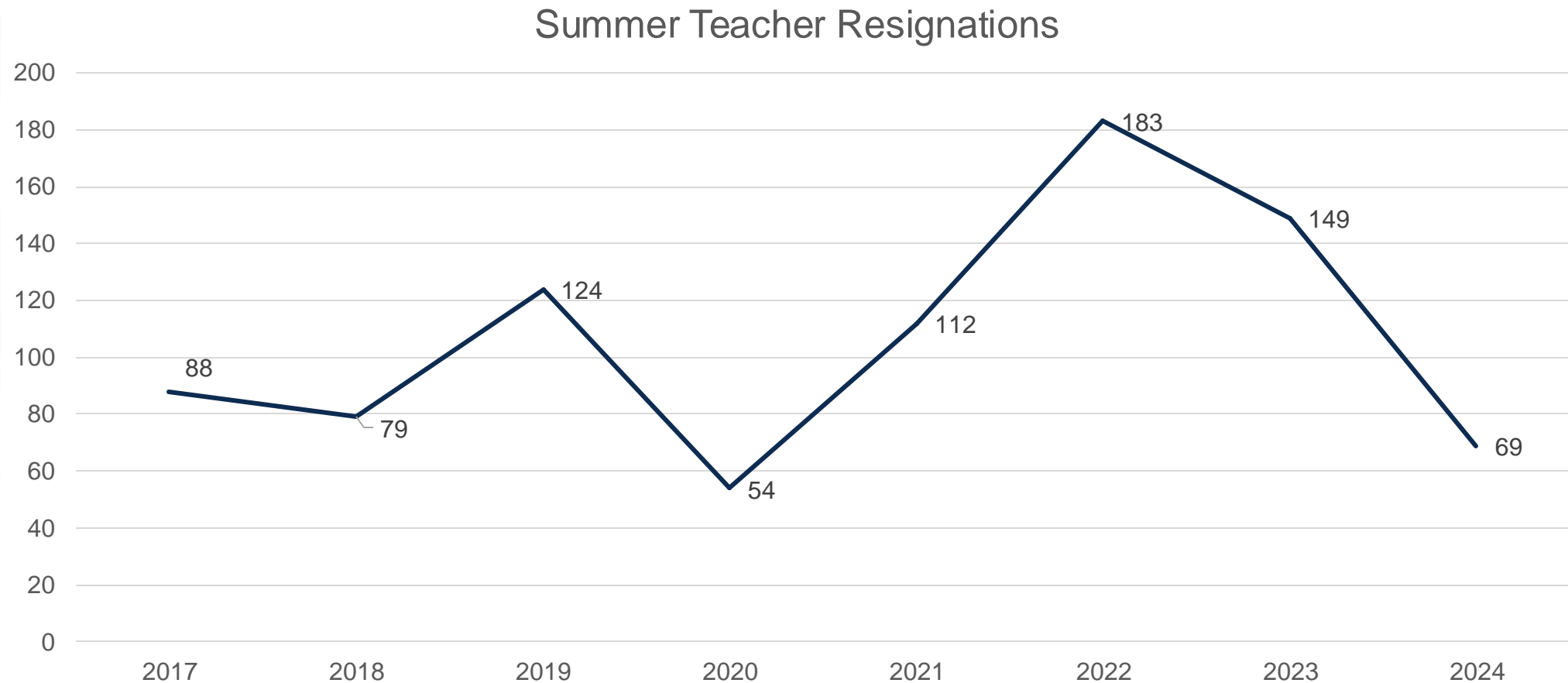
# Grades 3-8

Change from 2022-23 to 2023-24	ELA	Math	Social Studies	Science
DPSCD	+1.4	+1.5	+2.4	+3.8
Detroit Charters	+1.3	+1.4	+0.9	+4.0
State	+0.6	+0.1	+1.6	+1.5

# Grade 11

Change from 2022-23 to 2023-24	ELA	Math	Social Studies	Science
DPSCD	-0.5	-0.9	+3.8	-0.1
Detroit Charters	-0.3	-1.8	+2.2	-1.1
State	-0.9	-3.6	+3.5	-1.5

# Summer 2024 Teacher Resignations at lowest since 2017 (aside from 2020)



## College & Career Readiness

Graduates have achieved proficiency in core subjects across disciplines, having engaged in a well-rounded, rigorous and relevant preparatory curriculum. They are problem solvers, qualified for postsecondary education and training programs or their chosen career, they are prepared to leverage networking and community resources as they pursue postsecondary options, and they have financial literacy and tools to make strong decisions as they enter adulthood.



## Leadership & Collaboration

Graduates understand the value of ethical, effective leadership and have developed skills to lead and collaborate successfully in diverse contexts. They can inspire action, manage conflict, empower others, and organize collective efforts to improve their communities. As confident communicators and thoughtful team players, they have learned to leverage different perspectives, strengths, and roles to achieve shared goals. Whether stepping up as formal leaders or contributing as members of a team, they can mobilize people for positive change.



## Critical Thinking & Adaptability

Graduates have developed critical thinking skills that help them breakdown complex issues and work towards practical solutions. They can adapt nimbly to new situations, adopt new ways of thinking and working enabled by technological advancements, and navigate uncertainty. Empowered by a growth mindset, graduates view change as an opportunity for innovation aimed at positive transformation of communities and systems.



## Global & Social Engagement

Graduates appreciate histories, cultures, and perspectives within and beyond their own communities. They demonstrate curiosity, empathy, and respect for diverse peoples and worldviews. They are informed advocates for racial equity, social justice, and human rights worldwide, which compels them to stand up to injustice through informed civic participation as adults.



## Social-Emotional Intelligence & Resilience

Graduates believe in their own abilities and have developed the skills to monitor and improve their emotional wellbeing. They know how to set long term goals and work toward them with grit and determination in the face of obstacles. They make decisions that balance self-care with caring for community, and their emotional intelligence equips them to navigate social situations and conflicts across lines of similarity and difference.



# GRADUATE PROFILE



## Goal 1: Improve Attendance

### By 2027, achieve:

**90%** Average Daily Attendance

**43%** Chronic Absenteeism

**63%** Family Favorability

### Tactics:

- **Access to Physical and Mental Healthcare:** Strengthen partnerships with local healthcare providers to offer on-site physical and mental health services, including the Health Hubs
- **Resources for Families:** Expand the services and use of Family Resource Centers to meet basic needs and address barriers to attendance
- **Connected Community:** Continue to expand participation in community engagement structures such as listening sessions, councils (faith-based, alumni, multilingual, School Advisory), Parent-Teacher Associations, and Board community events
- **Expectations and Outreach:** Increase attendance expectations and outreach to remove barriers to attendance



## Goal 2: Push to Higher Levels of Proficiency

### By 2027, achieve:

**30%** K-2 Reading & Math Proficiency

**19%** M-STEP ELA Proficiency

**25%** M-STEP Math Proficiency

**35%** P/SAT EBRW Proficiency

**27%** P/SAT Math Proficiency

**58%** iReady Reading Growth

**61%** iReady Math Growth

**15%** 5 & 8 Science & Social Studies Proficiency

**71%** WIDA Growth

## Tactics

- **Leadership Development:** Cultivate a performance driven culture and continue to equip Principals and APs with the knowledge, skills and mindsets needed to drive instructional improvement everyday
- **Primary Instruction:** Improve K-3 teacher training and capacity to teach reading and math foundational skills
- **Anti-Racist Pedagogy:** Deploy instructional materials and methods that affirm and reflect the diversity, identities, and experiences of students in every grade and subject
- **Diverse Learner Support:** Improve instructional guidance and training for meeting the needs of multilingual and exceptional students
- **Learning Progressions for Required Staff Competencies:** Develop a competency framework for teachers and staff that clarifies required knowledge and skills, and offers flexible options to learn and demonstrate mastery of these skills, such as the science of reading, culturally responsive and affirming pedagogy, inclusive classroom management practices



## Goal 3: Graduate Future-Ready Students

### By 2027, achieve:

- 34%** Loved, Challenged, Prepared
- 81%** HS Graduation Rate
- 70%** Participation in CCR
- 60%** Success in CCR

### Tactics

- **Social Emotional Learning:** Adopt and implement curriculum to address trauma and build social emotional skills across grades
- **New Diploma Paths and High School Day:** Plan and implement innovative diploma options and schedules to allow students to participate in more college-level and work-ready courses aligned to their goals
- **Success Rates on College and Career Ready Courses:** Improve course sequences, curriculum, professional learning, and data use in AP, Dual Enrollment, career courses and work-based learning
- **Tailored Data and Information:** Launch the student and family portal system as an evolution of the Student Hub



# Key Pillars of High School Redesign

## All Schools



College & career aligned experiences

**Empower** students to choose **different diploma pathways** that include course sequences that add up to **credentials and post-secondary credits or degrees**

## Focus on Neighborhood Schools



Advising & navigation

**Equip** students with the **tools and information** they need to successfully navigate through high school and beyond



Rigor & Readiness

**Support** students and teachers with the **academic resources and relationships** they need to have an engaging and rigorous educational experience



Schedule structure

**Maximize** the student and teacher day with a **bell schedule that supports** increased college & career opportunities, enhanced advising & navigation supports, and structures to improve rigor and readiness

# 5 Diplomas

## Why Change?

Students consistently call for meaningful and relevant HS experiences that set them up for success in a well-paid job after graduation

### Honors

Resulting in competitive application to four-year university

Completion of least 28 credits including more advanced STEM and language, honors, AP, dual enrollment

### Dual Degree

Resulting in associates degree upon HS graduation

Completion of at least 28 credits including 20 college courses in 11<sup>th</sup> and 12<sup>th</sup> grade at dual enrollment partner site

### Career-Ready

Resulting in career credential and associated college credits

Completion of at least 28 credits including Career & Technical course sequence and workplace experience or logged practice hours

### Arts

Resulting in competitive portfolio for postsecondary plans

Completion of at least 28 credits including advanced arts and portfolio of exhibitions or performances

### Michigan Merit\*

Resulting in HS diploma and postsecondary plan

Completion of at least 18 credits currently required for graduation

**\*Note:** No student will begin their High School career with the goal of only receiving an MMD, only students who are off-track at the end of their Junior year will be moved to the MMD diploma pathway



# Career Ready Diplomas will focus on high-demand certifications

**ALL Career Ready Programs will** integrate work experience, result in a credential, and prioritize off-campus partners to enable more student choice than in-house pathways

## District-provided certifications

At CTCs for all neighborhood school students

- Marketing & Entrepreneurship
- Hospitality, Tourism & Culinary Services
- Mechatronics
- Agriscience
- Automotive Collision Repair
- Automotive Services Technician
- Carpentry
- Cosmetology
- HVAC
- Electrical
- Energy Trades
- Masonry
- Painting and Drywall Finishing
- Plumbing & Pipefitting
- Welding & Cutting

In-house within high schools

- Will continue pathways at applications HS
- Will continue pathways at neighborhood schools *if they meet* criteria for enrollment, staffing, and certification rate.
  - If not, transition pathway to CTCs or retire program to promote WCCCD

## Potential partner-provided certifications (WCCCD)

Business Analytics

- Accounting
- Office Information Systems: Office Specialist
- Office Information Systems: E-Business

Creative & Design

- Digital Media Production
- Graphic Design Technology

Education and Social Services

- Early Childhood Education

Healthcare

- Medical Office Specialist

Technology & Computer Science

- CIS: Cybersecurity
- Computer Aided Design
- CIS: Database Administrator

Skilled Trades

- Manufacturing Technology
- Facility Maintenance
- Welding Technology
- HVAC
- Autobody Tech



## Goal 4: Assure Sustainability and Continued Progress

### By 2027, achieve:

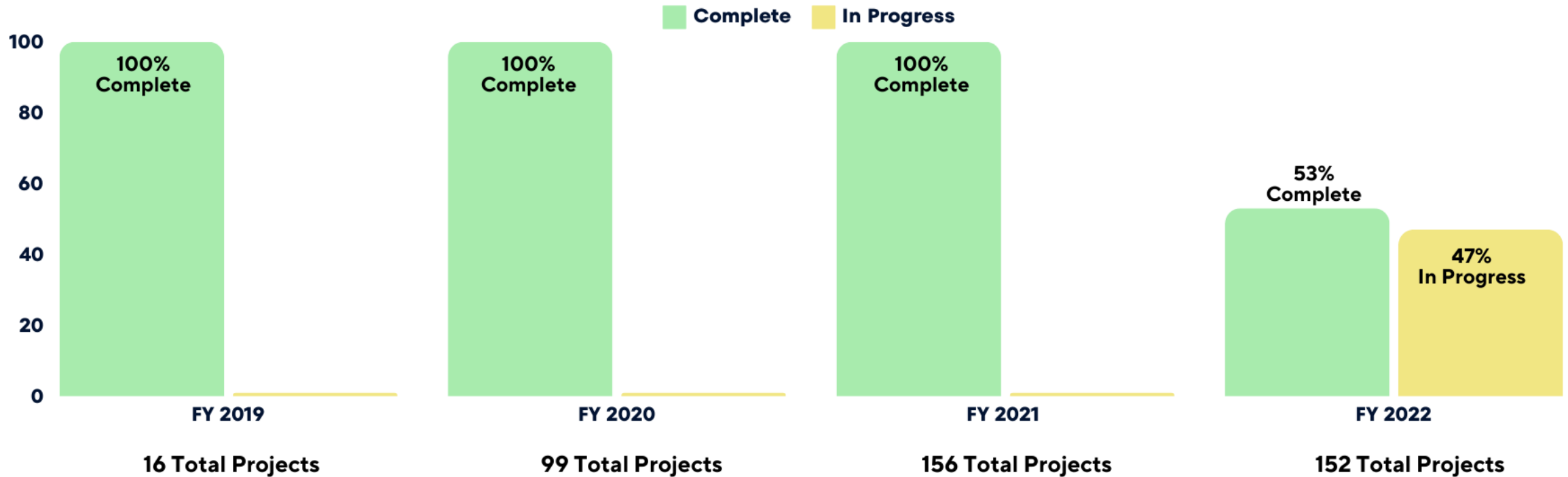
- ✓ Continued Balanced Budget
- ✓ Staff Vacancies
- ✓ +12 Staff Engagement Index
- ✓ Favorable Customer Feedback
- ✓ FMP on track

### Tactics

- **Equitable Funding:** Mount an aggressive campaign to secure equitable funding for students with increased grant flexibility and weighted funding formulas
- **Balanced Budget:** Maintain a balanced budget through strategic investment and abandonment
- **Fully Staffed and Engaged Teams:** Build talent pipelines, manager development programs, and culture initiatives including equity and inclusion work, that attract and retain diverse talent
- **Professional Culture:** Invest in standards, training, and feedback loops to build more positive, professional relationships at schools and in central office
- **Clear Succession Management:** Ensure viable succession plans are in place for the School Board, Superintendent, Cabinet and Executive Staff, Principal Leaders, and School Leaders
- **21<sup>st</sup> Century Facilities:** Deliver on the Facilities Master plan, operational commitments and technology standards

# Anchor Investments

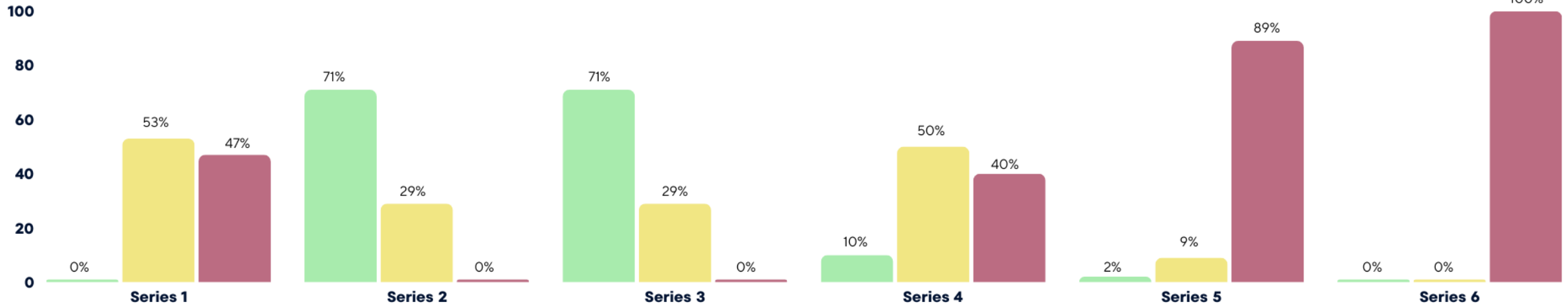
Due to funding inequity, DPSCD has been innovative in using surplus dollars to approve and fund capital improvements using one-time money. This has resulted in the investment of over **423 capital projects since 2018.**



# Facility Master Plan

In addition to Anchor Investments, DPSCD was able to allocate ~\$700M in one-time COVID funding toward six facilities improvement series, representing **337** unique investment projects.

■ % Complete   ■ % In Progress   ■ % Not Started



**15 Total Projects**  
Budget:  
\$202,140,000.00

**14 Total Projects**  
Budget:  
\$13,372,708.00

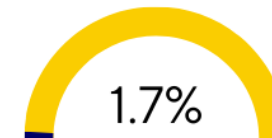
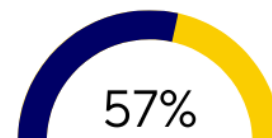
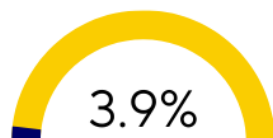
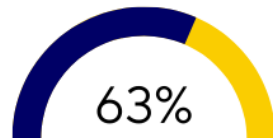
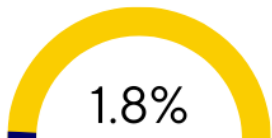
**38 Total Projects**  
Budget:  
\$6,475,453.00

**10 Total Projects**  
Budget:  
\$3,855,261.00

**47 Total Projects**  
Budget:  
\$305,795,024.75

**218 Total Projects**  
Not Yet Started

Percentage Spent to date:



# Areas of Opportunity

- Citywide attention and coordination on attendance
- Rigorous alignment of high school redesign credential offerings to workforce needs, including joint advocacy and work with local community colleges
- Long-range facilities planning beyond the scope of the initial \$840M investment
- Ensure reform sustainability through upcoming School Board elections in November
- Continued advocacy for equitable and flexible funding
- Continuous monitoring and improvement of literacy programs related to literacy lawsuit funding

# DPSCD School Funding Challenges

Did you know that DPSCD receives less per pupil from the core Foundation Allowance than most surrounding districts?

DPSCD receives \$9,608 per pupil, which is \$1,228 less per pupil compared to 20 key surrounding districts

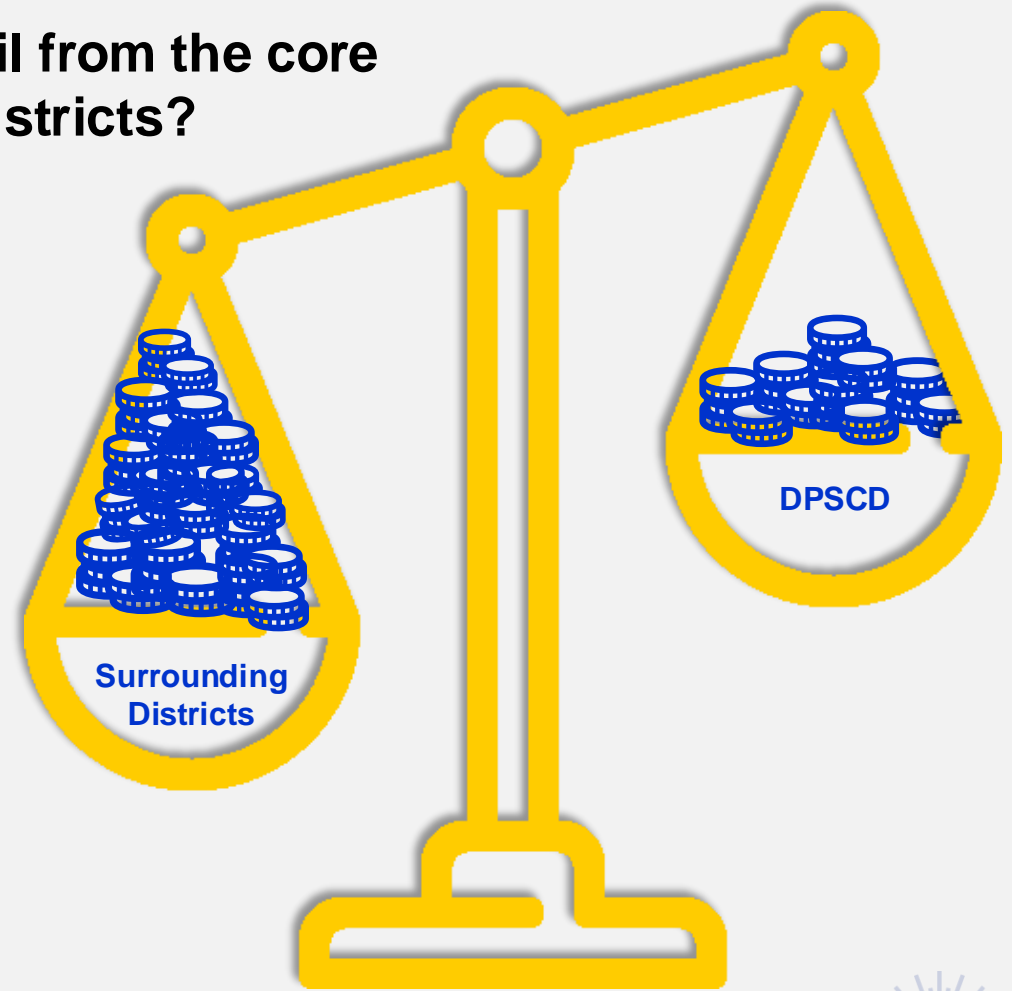
Ann Arbor  
Birmingham  
Center Line  
Dearborn  
Farmington  
Grosse Ile Township

Grosse Pointe  
Lamphere  
Melvindale-North  
River Rouge  
Romulus  
Royal Oak

South Lake  
Southfield  
Troy  
Walled Lake  
Warren Consolidated  
Warren Woods  
West Bloomfield

DPSCD receives **\$3,464** less per pupil compared to 3 key surrounding districts, equivalent to \$166M in recurring funding

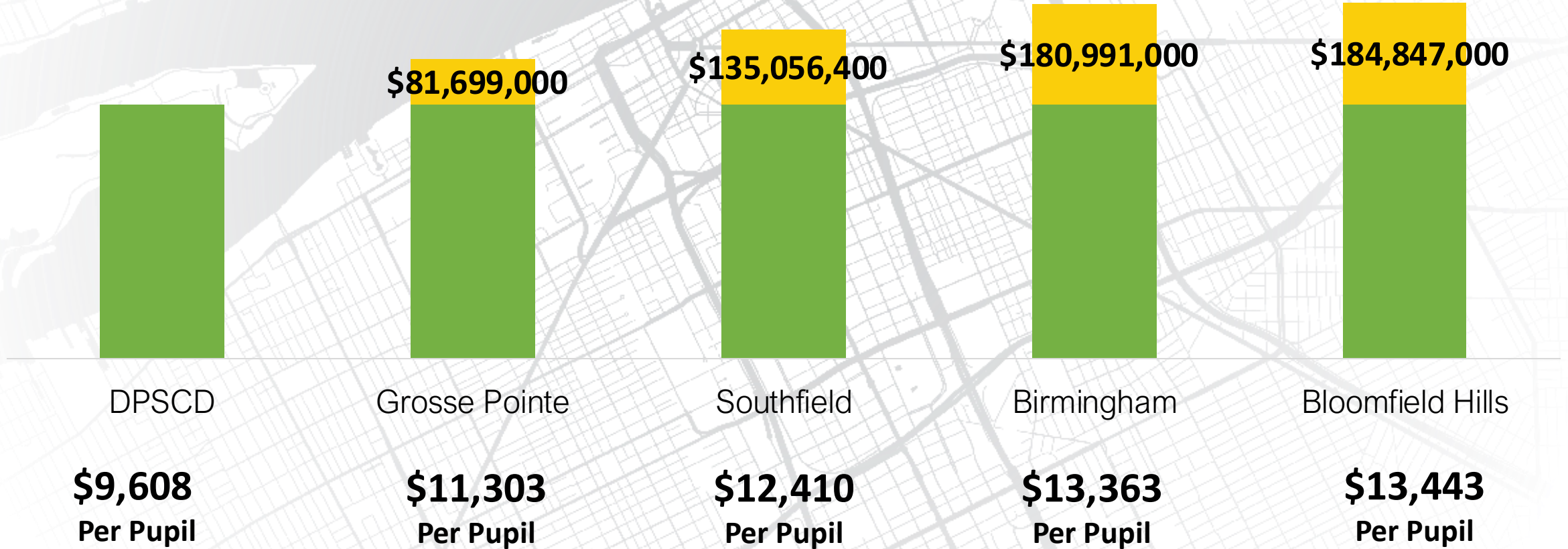
Birmingham, Bloomfield Hills and Southfield



FOUNDATION  
ALLOWANCE INEQUITY

# Continued Funding Inequity

How much more General Fund funding would DPSCD have annually if its per pupil was equal to wealthier surrounding districts?



# Literacy Lawsuit Program Updates

Core Instruction	Small Group Instruction	Diverse Learner Supports	Extended Time	Culture of Literacy
<ul style="list-style-type: none"> <li>• Add additional literacy AIs in grades K-4</li> <li>• Buy additional Foundational Skills, Manipulative Kits and Supplies (e.g., small group tables)</li> <li>• Negotiate differentiated pay for required and enhanced foundational skills, multi-sensory phonics, and new/struggling teacher training</li> <li>• Hire additional teachers to reduce K-3 class size</li> <li>• Hire additional teachers to partially or fully release MTs for coaching and support</li> <li>• Pursue fully staffed status with a bonus for hard to staff schools</li> <li>• Incentivize top performance with merit pay</li> </ul>	<ul style="list-style-type: none"> <li>• Purchase supplemental reading programs               <ul style="list-style-type: none"> <li>• Online Phonics Program</li> <li>• A small group middle school product to scaffold complex text in Expeditionary Learning</li> </ul> </li> <li>• Add stipends for Let's Read Tutors</li> <li>• Expand City Year</li> </ul>	<ul style="list-style-type: none"> <li>• Expand Newcomer program</li> <li>• Add additional ELL AIs across schools</li> <li>• Purchase English Language Development Curriculum for ELLs</li> <li>• Negotiate differentiated pay for required ELL training</li> <li>• Offer a free ESL Certification Pathway with Participation Incentives</li> </ul>	<ul style="list-style-type: none"> <li>• Offer a high dosage online Tutoring program for interested students</li> </ul>	<ul style="list-style-type: none"> <li>• Distribute culturally responsive books to take home</li> <li>• Offer enhanced Parent Academy literacy sessions with participation stipends</li> </ul>