



La Raza Report

Council of Great City Schools, October 16, 2024

Agenda

- Introductions
- La Raza report
- Systems and Structures for Success
- Long-term outcomes
- Next Steps
- Closing: Questions and Answers

Overall Themes & Lessons from La Raza Report Research

Denver Public Schools
La Raza Report
January 2024



Futuro/Future

The Barriers and Opportunities for Latino Students, Parents and Staff
within Denver Public Schools:

Latino Families and Denver Public Schools at the Crossroads



Pasado/Past



Presente/Present

Research Project Conducted by
The Multicultural Leadership Center, LLC ®

The Denver Public
Schools are at a
Crossroads.

It will take a bold
movement to ensure
fairness, equity, and
success.



La Raza Report Process & Findings

Research Question

What are the Barriers & Opportunities for
Latino students, parents, & staff within
Denver Public Schools?

Study Components

Historical Analysis: What historical events explain the contemporary issues?

- Redlining, segregation, institutional racism

Quantitative Component: Where are we now?

- Analyzed numerous data sets
- Identified trends

Qualitative Component: What are the stakeholder perceptions of Denver Public Schools?

- Over 3,400 respondents
 - 600 stakeholders
 - 50+ focus groups
 - 2,800 responses from stakeholder surveys



Quantitative Findings

- Movement of Latino families from historically Latino-sections due to gentrification decreased enrollment
- There was an increase in the % of all students scoring in “below expectations” on Colorado Standardized Tests
- Overall, Latino students fell .1 to .75 standard deviations behind White male students
- No statistically significant difference between district operated and charter operated schools



Qualitative Findings

- Themes emerged from focus groups
 - 10 themes identified including student resources, school safety, parental involvement, etc.
- Themes drove the development of the 36 recommendations including the new office of the Latine Student Success Team
- Survey and focus group questions were the same and produced two data sets

Recommendations

- 36 Recommendations grouped into 6 categories
 - District
 - Student
 - Parent
 - Teacher
 - Leader
 - Central Office



La Raza Advisory Council

Our Purpose

Recommend outcomes for a 3-year, implementation plan in response to the recommendations in La Raza Report



Systems and Structures for Success

Driver, Navigator and Organizer

- Manage Internal and External Political Environments
- Knowledge of Systems and Structures
- Respected with deep ties throughout the District and the Community

Meet the La Raza Advisory Council



Dr. Darlene LeDoux, Chair
Lifelong Educator,
Leadership Consultant and
Chicana Activist.



Dr. Ron Cabrera
Retired Superintendent,
Leadership Consultant



Richard Carranza
Chancellor Emeritus New York Public
Schools, former superintendent in
San Francisco USD and Houston ISD



Marcelino Casias
Latine Education Advisory
Council (LEAC) Member



Dr. Tania Hogan
Executive Director of the BUENO
Center for Multicultural Education
at the University of Colorado,
Boulder.



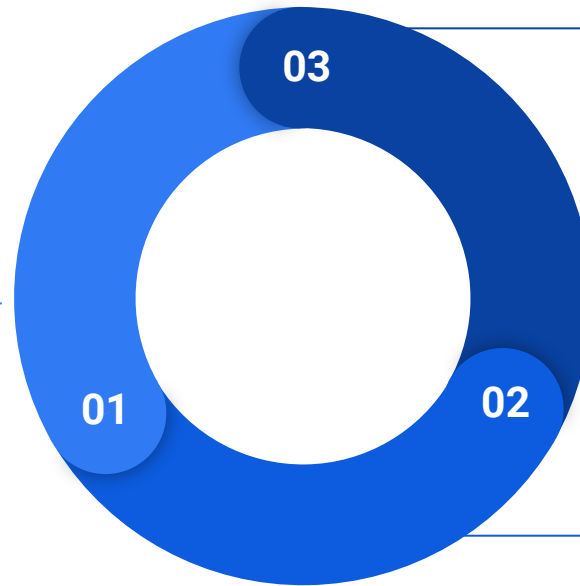
Milo Marquez
Chair of the Latino Education Coalition
and Director Latino Research & Policy
Center, University of Colorado Denver

Our Journey

Strategic Planning Cycle

Understand the Recommendations

- Deep dive into recommendations and supporting data (e.g. what data point, quote, etc. led to each recommendations)
- Aligned recommendations to Strategic Roadmap outcomes
- Identified most important/quick wins



Develop Outcomes

- Define measurable outcomes for the prioritized recommendations
- Group the outcomes into themes
- Develop and agree upon 5 big goals

Prioritize the recommendations

- Impact/effort chart
- Developed vision statement for prioritized recommendations
 - What will be true and meaningfully different for stakeholders

Meet the Latine Student Success Team



Dr. Patricia Hurrieta

Director, Latine
Student Success Team



Liliana Sánchez Cruz

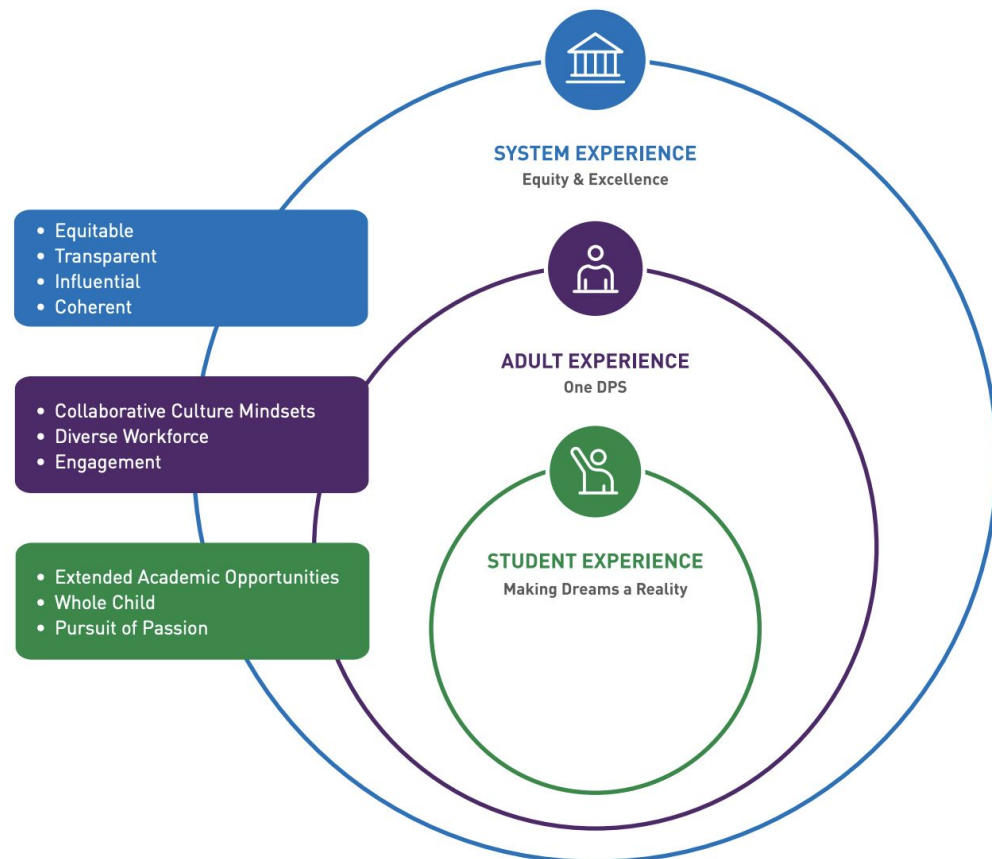
Program Manager, Latine
Student Success Team

Commitment to Systemic Change

Excellence, Equity and Success

Our Purpose:

To elevate the experiences of Latine communities in DPS by addressing the La Raza recommendations at the systems level, building collective accountability, and creating an environment where every Latine student thrives.



DENVER
PUBLIC
SCHOOLS

LSS

Latine Student Success

Long-term Outcomes

Student Academic Achievement

Early Literacy K-3 Goal:

By 2026-27, 80% of Latine students will achieve grade-level reading proficiency by the end of third grade.

Additionally, Latine students in bilingual programs will be reading at grade level in their first language and be on track toward bilingualism and biliteracy.

Outcomes may be differentiated to meet the unique needs of specific focus groups within the Latine community, including New to Country students, Multilingual Learners assessed in both English & Spanish, and Latine Students assessed in English.



Long-term Outcomes

Student Academic Achievement

Secondary College & Career Success:

By 2026-27 we will significantly increase the number of Latine students enrolled in Career and Technical Education and rigorous courses which will result in higher graduation rates.

As a result, 95% of Latine students will graduate with a college and career readiness plan aligned with 21st century graduation requirements.



Long-term Outcomes

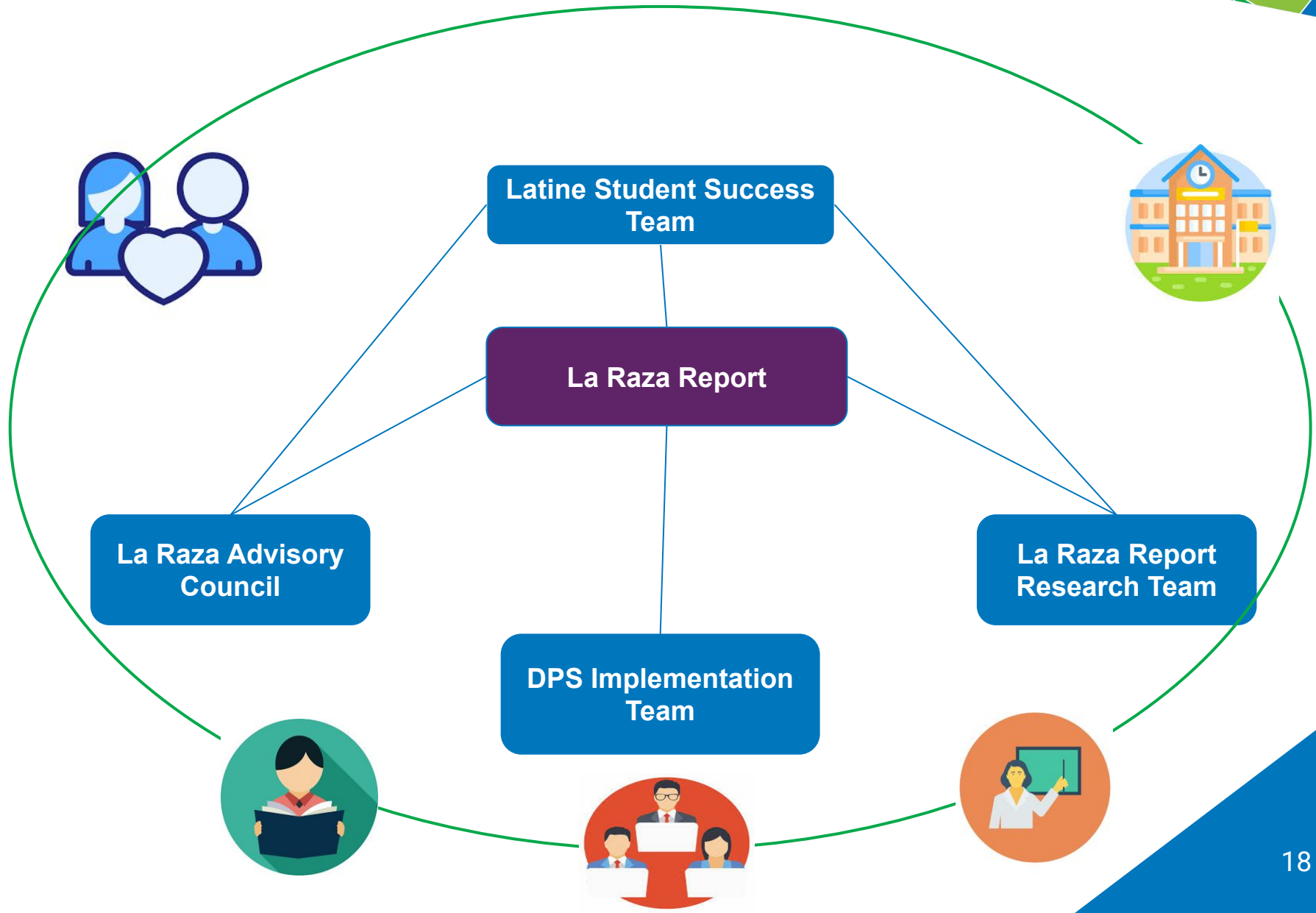
Interconnections of Systems

- **Family and Community Engagement:**
By 2026-27, we will increase the number of Latine families holding leadership positions that drive decision-making for district & community committees, reflecting the makeup of the Latine student population.
- **Employee Experience:**
By 2026-27, the makeup of district/school leaders and teachers will reflect the diversity of our student demographics. Latine employees will have access to mentorship and/or career plan with district support.
- **Culture & Climate:**
By 2026-27, we will see an increase in the percentage of Latine students and staff indicating a sense of belonging and safety resulting in increased student and staff attendance, engagement rates, and retention.

This includes enrollment in culturally sustaining classes such as the Introduction to Ethnic Studies and Latino American History both which include an Honors course offerings.



Community Outreach and Collaboration



Our Next Steps

- Collaborate and partner with District Leaders and community members to create and sustain collective accountability.
- Create a three year implementation plan to include benchmarks and action steps.
- Establish a DPS Implementation Team.
- Meet quarterly to review and adjust the implementation plan with the La Raza Advisory Council.
- Communicate on a consistent basis progress and successes to staff and the community.



Questions & Answers

**For more
information about
La Raza Report
scan this QR code:**

