Regular Board Meeting

July 16, 2019

Continued Conversion to Full Time Security

Security Insourcing Analysis – Objective

Goal: In a cost-neutral fashion, bring additional school security guards "in-house" and minimize reliance on a third party supplier for the identified campuses.

Current Situation

- Security pilot in place with 20 DPSCD security guards
- Balance of approximately 71 security guards provided by Securitas
- *Current Securitas performance issues:*
  - *High turnover and vacancy rate*
  - *Unstable learning environment* due to increased turnover
  - *Inconsistent enforcement*/reinforcement of DPSCD Policies

Proposed Approach

- Expand security pilot to include all DPSCD High Schools – 91 security guards
- *Expected benefits:*
  - Significantly **reduced turnover** – less than 10%. No pilot school vacancies.
  - *Consistent enforcement*/reinforcement of DPSCD policies through stronger training and oversight
  - *Builds stable learning environment* through staff consistency and familiarity
  - **Creates** principal ownership of safety

2018 - 2019 Retention Data

Current Security Pilot vs. Securitas

- **Pilot Security Program:** As of September 30, 2018 all pilot school security officers had been placed. There has been no turnover and there are no vacancies.

- **Securitas**: Of the 166 officers contracted with Securitas, 94 (57%) have exited during the course of the school year. 80% of the officers that have exited were hired as of September 30, 2018.

Feedback from Pilot and High Schools

Survey Questions	Pilot Schools	Securitas
I am satisfied with the security pilot program	90%	75%
I am satisfied with my security officer	94%	80%
I would like to remain/become a part of the security pilot program and hire my own officer	100%	85%
I would like to keep my current security officer	89%	75%

Security Insourcing Analysis – Costs

The FY20 model indicates an approximate cost increase of 1.0% over current costs at the identified school campuses.

Current Security Pilot	
DPSCD Wages (20 guards)	$783,740
DPSCD Uniforms	6,000
Securitas Wages (71 Guards)	1,813,140
Securitas Administration	340,920
Securitas Training	70,500
Overtime Hours	265,330
Community Use	173,480
Total	$3,453,110

Proposed Expanded Security Model	
DPSCD Wages (91 guards)***	$2,645,136
DPSCD Uniforms	36,000
DPSCD Administration	117,560
DPSCD Training	20,000
Overtime Hours	264,514
Community Use	199,490
Insurance and Workers Comp	95,000
Total	$3,377,700

Net Cost Impact*: $75,410 reduction in District costs for 91 guards

*Does not include the value created from employment consistency and increased knowledge capital
**Assumes all security guards will be 39 week employees; Supervisors (2) remain 52 week employees

Security Insourcing Analysis – Schools Covered

Upon expanding the security guard pilot, a total of 39 DPSCD campuses will be covered by District security guards:

FY 19 – 12 Campuses
Bethune
Bow
Breithaupt
Brewer Academy
Charles Wright
E.I.D.C.
Henry Ford HS
Keidan Special Ed.
Mumford HS
Thurgood Marshall
A.L. Holmes
Turning Point @ Fleming

FY 20 – 27 Additional Campuses Covered		
Academy of Americas HS	Cody HS	Jerry L. White HS
Adult Ed. East	Davis Aerospace/Golightly HS	MLK HS
Adult Ed. West	Detroit Collegiate Prep	Osborn HS
Ben Carson HS	Denby HS	Pershing HS
Cass Tech HS	Detroit Lions Academy HS	Randolph Career Tech. HS
Legacy Academy	DIA HS	Renaissance HS
Central HS	DSA HS	Southeastern HS
Charles Drew Transition	Diane Banks	Western HS
CMA HS	EEVP HS	Westside Academy HS

Proposed Changes to the Code of Conduct 2019-2020

Improvements Due Changes to the Code of Conduct

- Improved districtwide uniformity in the implementation of discipline

- Started the process of continuous improvement and best practice

- Enhanced progressive discipline practices (i.e. restorative circles)

- Reduced out of school suspensions, violent incidents, and improved attendance

Engagement Process to Inform Revisions

- Over 200 stakeholders engaged over a series of feedback sessions this past year, including principals, deans, teachers, students, parents, and partners.

- Board Member input at public meetings and individually communicated through the Superintendent. Continued feedback during Committee Meetings and Special Meeting.

- Chat with the Supt sessions with school personnel and students

- Issues and concerns raised during school visits
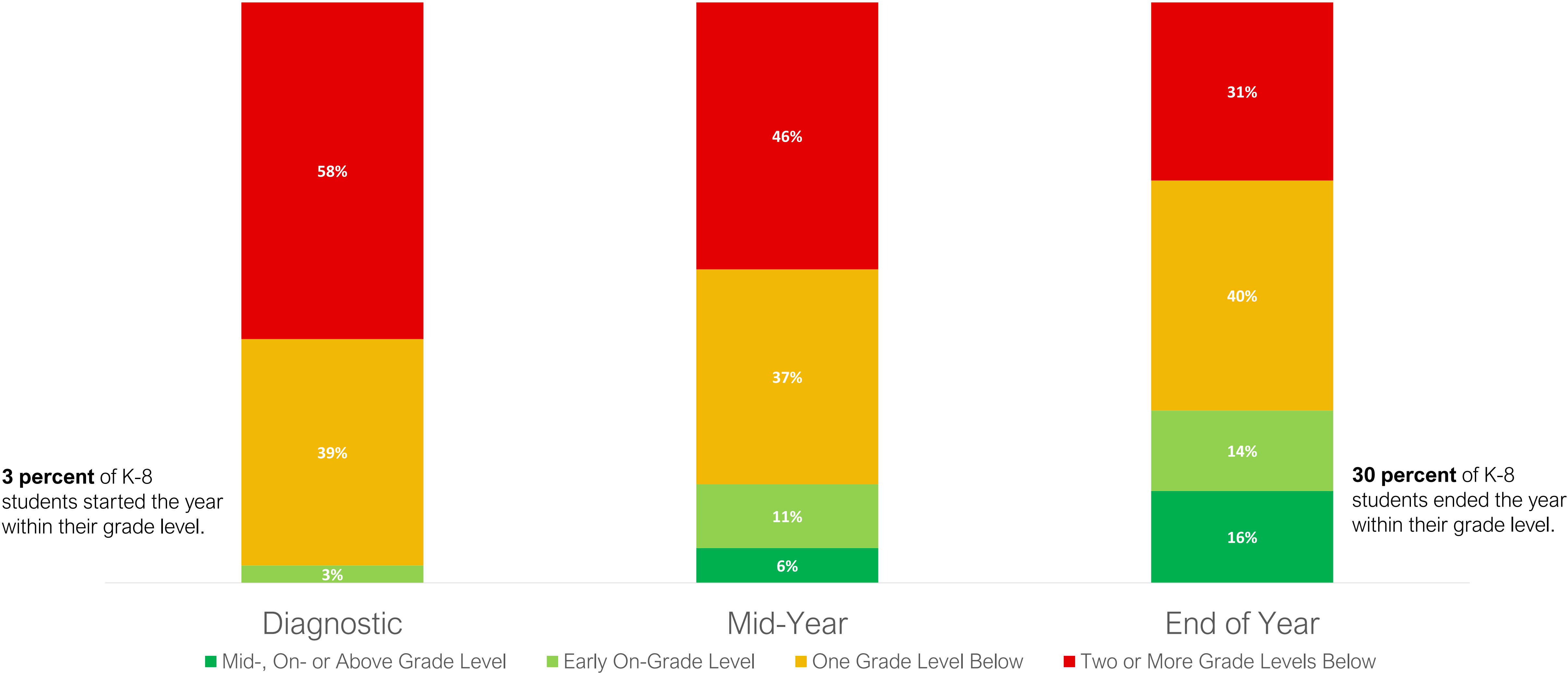
Suggested Changes to the Code of Conduct

- The introduction of the "Expect Respect" focus to increase the level of expectations for student and personnel conduct;

- Clearer expectations and implementation of a demerit system of behavior points that address repetitive, negative behavior with consequences (such as bullying);

- Flexibility to remove students from the learning environment after fighting (first incident) and a referral to the hearing office after three fights for placement in an alternative setting;

- Removal of "disorderly conduct" code, which served as a "catch all" infraction without specificity;

- Addition of level three infraction to address extreme negative behavior not identified in the code while requiring district level approval with principal recommendation;

- Permissible wearing of shorts within the dress code;

- Office of Civil Rights contact on sexual related incidents;

- Removal of younger students (K-2) from the classroom if behavior threatens the safety of the student, other students, or personnel;

- Removal of detention for in school suspension due to inability to consistently implement the consequence in all schools.

End of Year Internal Assessment Results

Reading

K-8 Reading Results from Fall to Spring

3 percent of K-8 students started the year within their grade level.

30 percent of K-8 students ended the year within their grade level.

Diagnostic
- 58%
- 39%
- 3%

Mid-Year
- 46%
- 37%
- 11%
- 6%

End of Year
- 31%
- 40%
- 14%
- 16%

■ Mid-, On- or Above Grade Level ■ Early On-Grade Level ■ One Grade Level Below ■ Two or More Grade Levels Below

DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

N = 28,853 students tested in both fall and spring, percent scores may not sum to 100 due to rounding rules

Grades 3-8 End of Year Reading Placements

The percentage of students ending the year within the grade band is a promising signal for M-STEP Literacy.

- Mid-, On- or Above Grade Level
- Early On-Grade Level
- One Grade Level Below
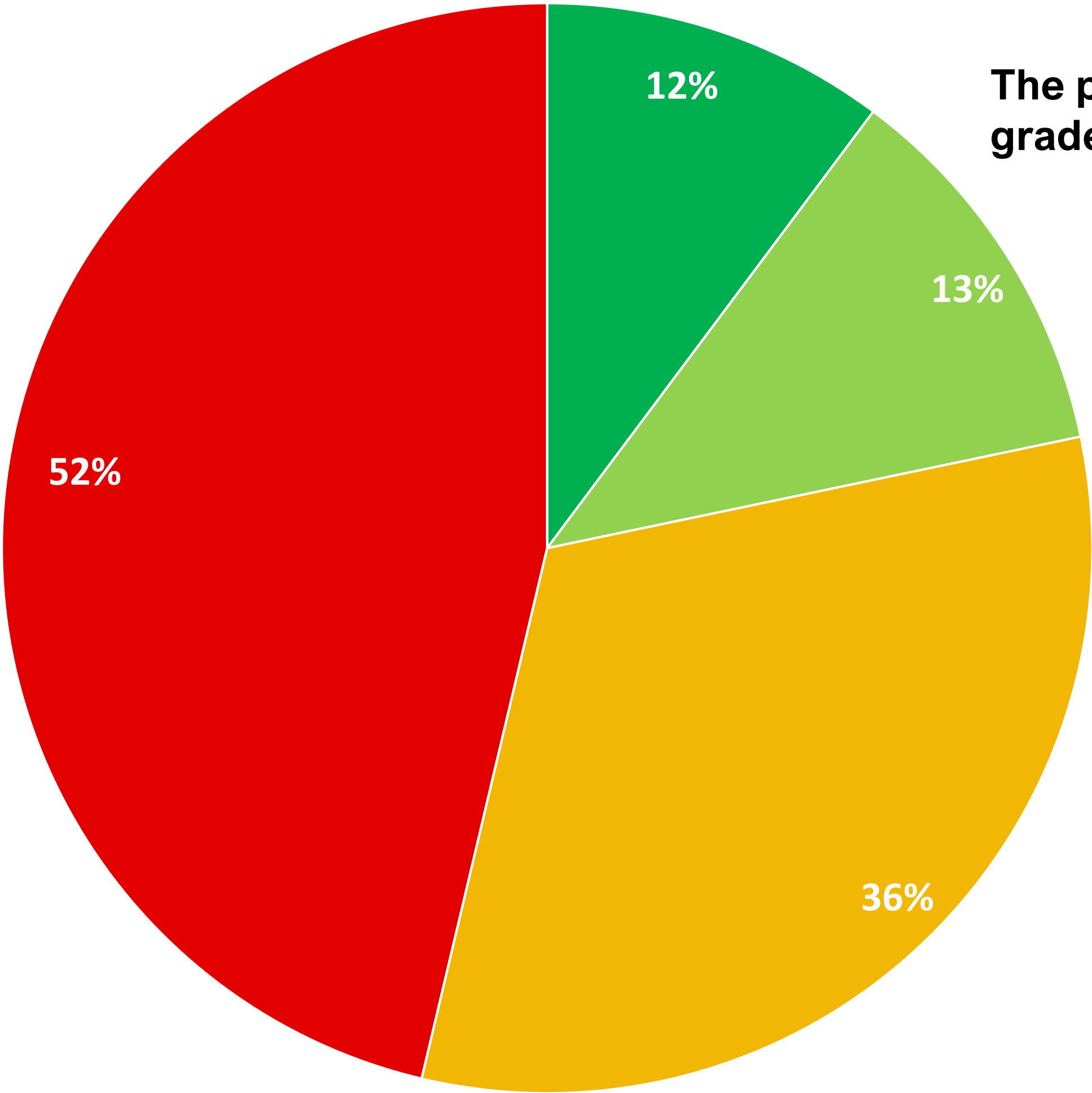- Two or More Grade Levels Below

12%

13%

52%

36%

Reading Results from Fall to Spring by Grade

N = 28,853 students tested in both fall and spring, percent scores may not sum to 100 due to rounding rules
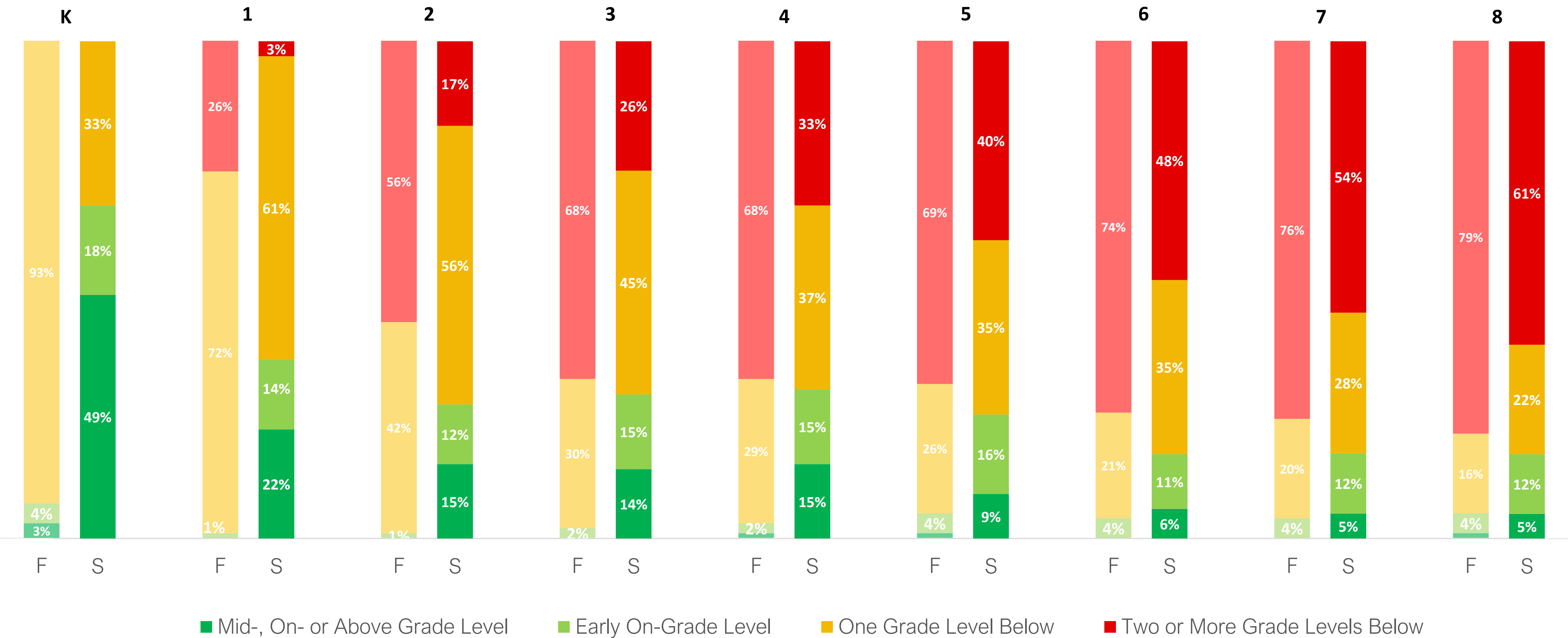
iReady Reading Growth

103%

Median percent progress towards Typical Growth

The median child in our district made a year's worth of growth, and then some, in ELA.

54%

K-8 students made at least typical growth (i.e., one year of growth) for reading this year.

26%

K-8 students met their stretch growth target, (i.e., gap closing growth toward grade level proficiency) for reading this year.

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Percent of Students Making Reading Growth by Grade

	K	1	2	3	4	5	6	7	8
Typical Growth *One Year of Growth*	51%	41%	46%	50%	55%	55%	57%	59%	61%
Stretch Growth *Gap Closing Growth*	28%	19%	22%	21%	24%	24%	27%	29%	30%

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Typical Growth by Fall Placement

Median Percent of Typical Reading Growth Achieved

Fall Placement	Statistic	K	1	2	3	4	5	6	7	8
Mid On-Grade or Above	Median Percent	86%	92%	100%	153%	133%	164%	200%	225%	213%
	Count	31	75	108	89	89	52	92	93	82
	Typical Growth	43	37	22	17	12	7	4	4	4
Early On-Grade	Median Percent	82%	91%	97%	105%	118%	177%	167%	192%	425%
	Count	228	79	184	408	160	132	121	188	205
	Typical Growth	44	47	29	22	17	13	9	6	4
1 Grade Below	Median Percent	110%	84%	108%	123%	115%	125%	183%	220%	244%
	Count	3,275	2,776	1,338	819	1,134	553	403	300	307
	Typical Growth	49	49	39	26	20	16	12	10	9
2 Grades Below	Median Percent		98%	80%	103%	139%	115%	136%	200%	233%
	Count		849	2,184	1,293	610	1,086	490	312	191
	Typical Growth		54	44	33	23	20	14	12	12
3+ Grades Below	Median Percent				81%	114%	121%	136%	141%	139%
	Count				963	1,450	1,416	1,998	2,117	2,066
	Typical Growth				36	28	26	19	17	18

DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

Stretch Growth by Fall Placement

Median Percent of Stretch Reading Growth Achieved

Fall Placement	Statistic	K	1	2	3	4	5	6	7	8
Mid On-Grade or Above	Median Percent	69%	77%	81%	124%	80%	64%	53%	64%	65%
	Count	31	75	108	89	89	52	92	93	82
	Stretch Growth	54	44	27	21	20	18	15	14	13
Early On-Grade	Median Percent	55%	77%	65%	59%	74%	92%	60%	50%	77%
	Count	228	79	184	408	160	132	121	188	205
	Stretch Growth	65	56	43	39	27	25	25	23	22
1 Grade Below	Median Percent	81%	61%	79%	80%	64%	67%	85%	88%	88%
	Count	3,275	2,776	1,338	819	1,134	553	403	300	307
	Stretch Growth	67	67	53	40	36	30	26	25	25
2 Grades Below	Median Percent		55%	43%	54%	64%	49%	50%	65%	78%
	Count		849	2,184	1,293	610	1,086	490	312	191
	Stretch Growth		96	81	63	50	47	38	37	36
3+ Grades Below	Median Percent				37%	52%	51%	51%	48%	50%
	Count				963	1,450	1,416	1,998	2,117	2,066
	Stretch Growth				79	62	61	51	50	50
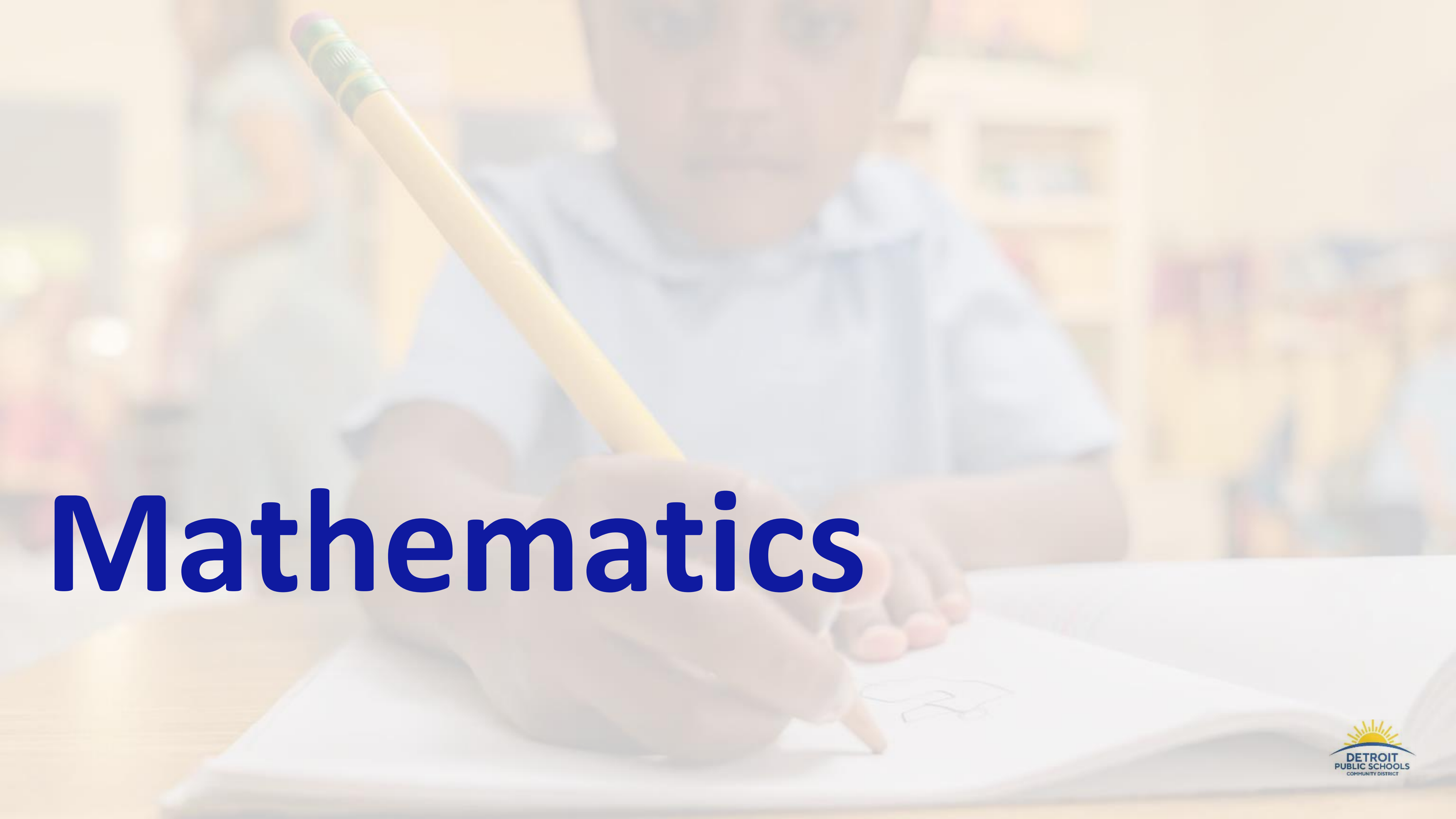
Mathematics

Mathematics Results from Fall to Spring

3 percent of K-8 students started the year within their grade level.

30 percent of K-8 students ended the year within their grade level.

Diagnostic
- 56%
- 35%
- 6%

Mid-Year
- 42%
- 47%
- 8%
- 4%

End of Year
- 37%
- 32%
- 15%
- 16%

Legend: ■ Mid-, On- or Above Grade Level ■ Early On-Grade Level ■ One Grade Level Below ■ Two or More Grade Levels Below
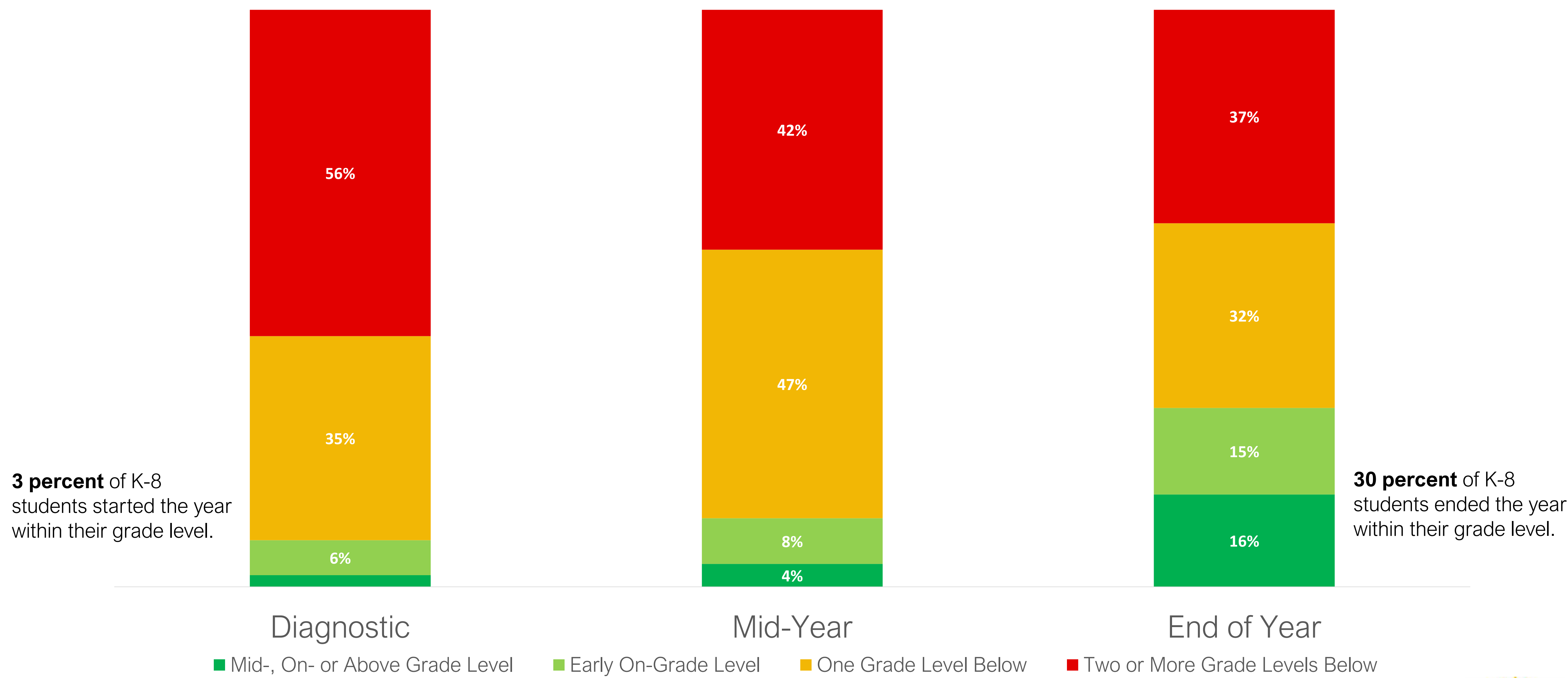
N = 29,588 students tested in both fall and spring, percent scores may not sum to 100 due to rounding rules

DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

Grades 3-8 End of Year Math Placements

The percentage of students ending the year within the grade band is a promising signal for M-STEP Mathematics.

- 14%
- 9%
- 34%
- 42%

- ■ Mid-, On- or Above Grade Level
- ■ Early On-Grade Level
- ■ One Grade Level Below
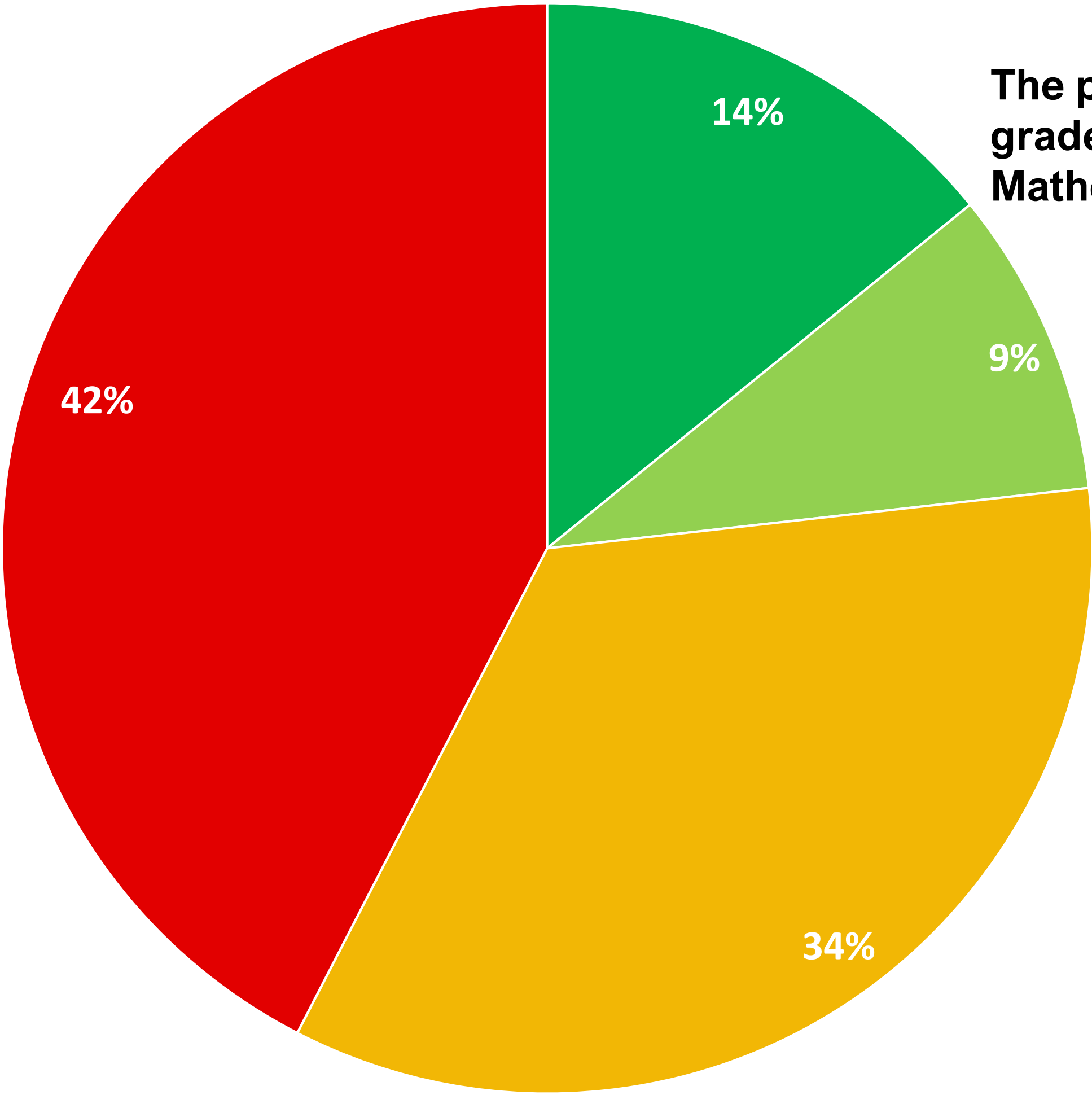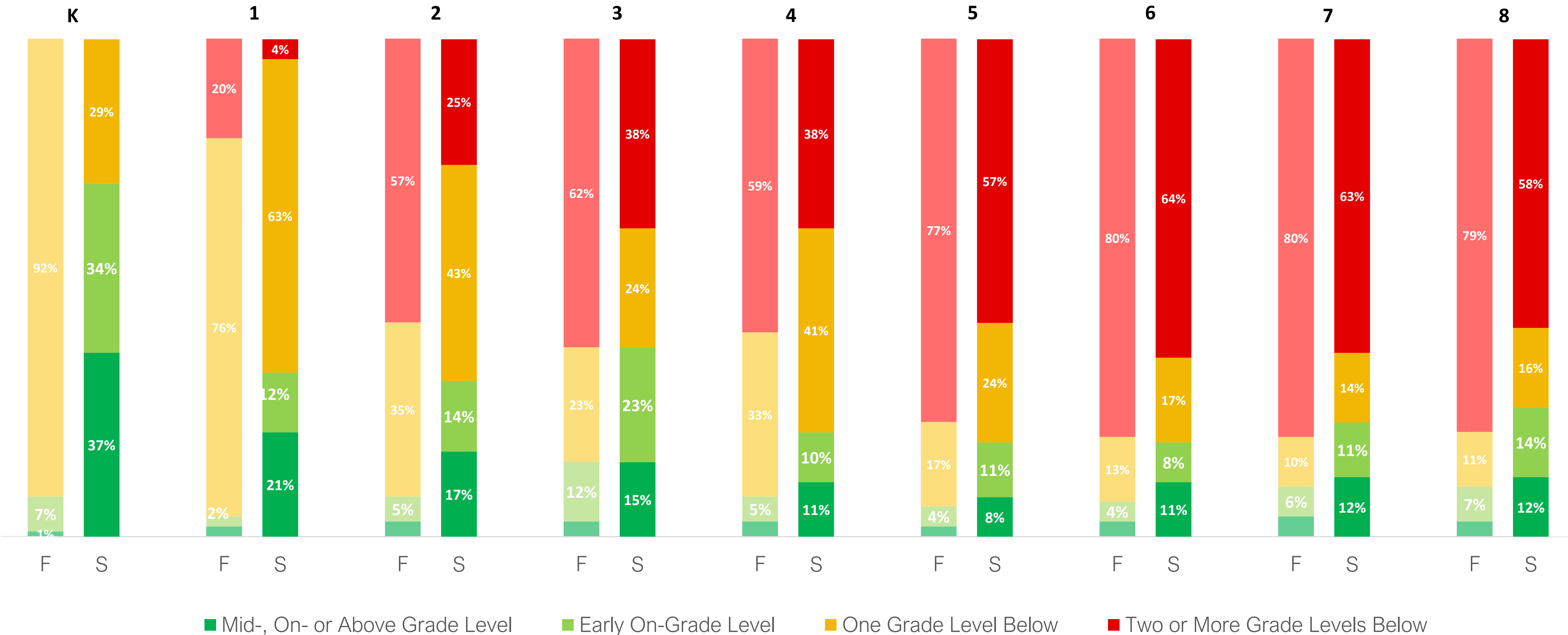- ■ Two or More Grade Levels Below

Mathematics Results from Fall to Spring by Grade

N = 28,853 students tested in both fall and spring, percent scores may not sum to 100 due to rounding rules

Legend: Mid-, On- or Above Grade Level | Early On-Grade Level | One Grade Level Below | Two or More Grade Levels Below

107%

Median percent progress towards Typical Growth

iReady Math Growth

58%

K-8 students made at least typical growth (i.e., one year of growth) for math this year.

29%

K-8 students met their stretch growth target, (i.e., gap closing growth toward grade level proficiency) for math this year.

The median child in our district made a year's worth of growth, and then some, in Math.

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Percent of Students Making Math Growth by Grade

	K	1	2	3	4	5	6	7	8
Typical Growth *One Year of Growth*	62%	51%	48%	51%	53%	56%	60%	59%	57%
Stretch Growth *Gap Closing Growth*	48%	30%	22%	23%	23%	22%	24%	27%	27%

DETROIT PUBLIC SCHOOLS COMMUNITY DISTRICT

Typical Growth by Fall Placement

Median Percent of Typical Math Growth Achieved

Fall Placement	Statistic	K	1	2	3	4	5	6	7	8
Mid On-Grade or Above	Median Percent	81%	138%	94%	119%	121%	93%	123%	155%	122%
	Count	76	17	18	15	35	29	17	13	23
	Typical Growth	21	21	18	21	19	14	13	11	9
Early On-Grade	Median Percent	108%	81%	86%	108%	102%	89%	146%	133%	167%
	Count	123	46	28	77	118	125	123	121	115
	Typical Growth	24	26	22	25	23	18	13	12	9
1 Grade Below	Median Percent	128%	100%	104%	108%	109%	122%	121%	125%	178%
	Count	3,232	2,504	1,542	1,027	934	818	667	589	457
	Typical Growth	32	29	26	26	23	18	14	12	9
2 Grades Below	Median Percent		114%	97%	104%	109%	117%	131%	131%	120%
	Count		1,144	2,195	1,557	1,012	725	617	525	441
	Typical Growth		36	29	27	23	18	14	13	10
3+ Grades Below	Median Percent				97%	108%	120%	133%	138%	133%
	Count				890	1,339	1,535	1,716	1,797	1,812
	Typical Growth				30	24	20	15	13	12

Stretch Growth by Fall Placement

Median Percent of Stretch Math Growth Achieved

Fall Placement	Statistic	K	1	2	3	4	5	6	7	8
Mid On-Grade or Above	Median Percent	49%	91%	55%	83%	96%	65%	80%	85%	58%
	Count	76	17	18	15	35	29	17	13	23
	Stretch Growth	35	32	31	30	24	20	20	20	19
Early On-Grade	Median Percent	68%	58%	54%	79%	71%	55%	76%	73%	71%
	Count	123	46	28	77	118	125	123	121	115
	Stretch Growth	38	36	35	34	33	29	25	22	21
1 Grade Below	Median Percent	105%	78%	75%	80%	74%	71%	65%	65%	73%
	Count	3,232	2,504	1,542	1,027	934	818	667	589	457
	Stretch Growth	39	37	36	35	34	31	26	23	22
2 Grades Below	Median Percent		72%	58%	65%	61%	60%	63%	68%	52%
	Count		1,144	2,195	1,557	1,012	725	617	525	441
	Stretch Growth		57	48	43	41	35	30	25	23
3+ Grades Below	Median Percent				53%	55%	59%	57%	55%	52%
	Count				890	1,339	1,535	1,716	1,797	1,812
	Stretch Growth				55	47	41	35	33	31