

Memorandum



CITY OF DALLAS


DATE February 28, 2014

TO Honorable Mayor and Members of the City Council

SUBJECT **Commit! Our Kids. Our Tomorrow.**

Next Wednesday, March 5, 2014, the Council will be updated by Todd Williams, Executive Director of Commit! In a briefing entitled "Commit! Our Kids. Our Tomorrow."

The briefing materials are attached for your review. If you have any questions, please contact my office.



A.C. Gonzalez
City Manager

cc: Warren M.S. Ernst, City Attorney
Craig D. Kinton, City Auditor
Rosa A. Rios, City Secretary
Daniel F. Solis, Administrative Judge
Ryan S. Evans, Interim First Assistant City Manager
Jill A. Jordan, P.E., Assistant City Manager
Forest E. Turner, Assistant City Manager




Joey Zapata, Assistant City Manager
Charles M. Cato, Interim Assistant City Manager
Theresa O'Donnell, Interim Assistant City Manager
Jeanne Chipperfield, Chief Financial Officer
Elsa Cantu, Assistant to the City Manager
Frank Libro, Public Information Officer

commit!
Our Kids. Our Tomorrow.

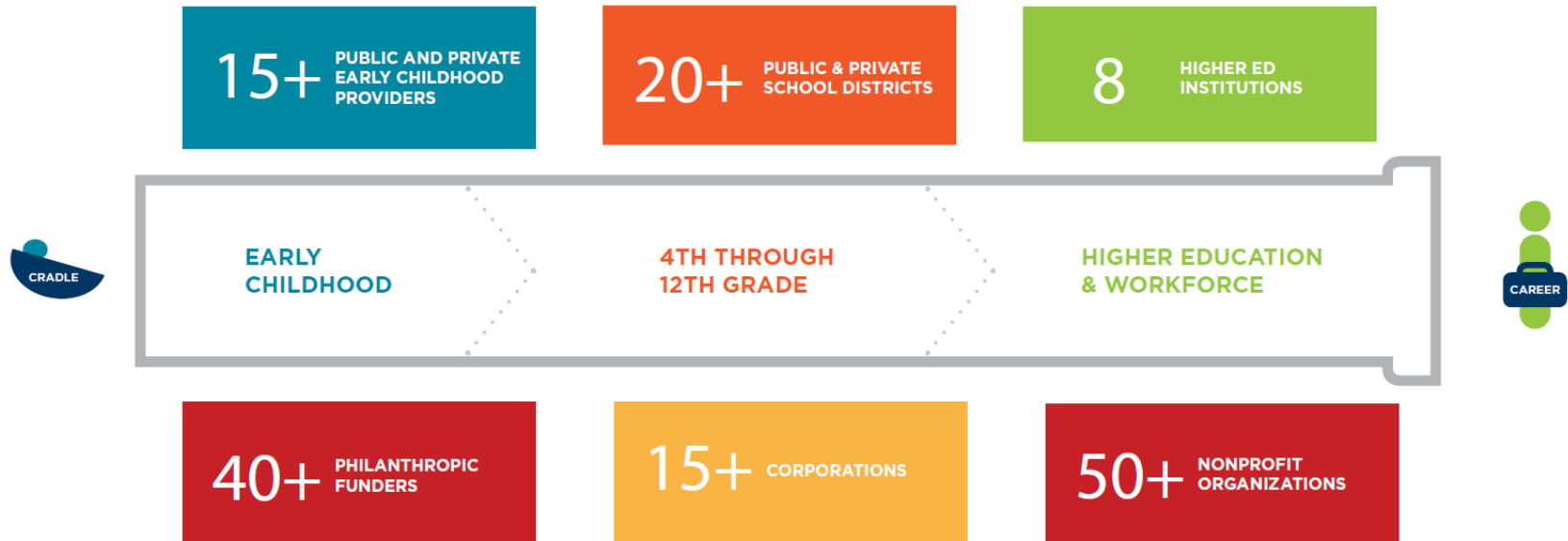
Presentation to Dallas City Council,
March 5, 2014

Our Mission

The Commit Partnership helps drive student achievement throughout Dallas County from cradle to career by leveraging data, community expertise and collaboration to:

-  **Measure** what matters
-  **Identify** effective practices
-  **Align** community resources to spread what works

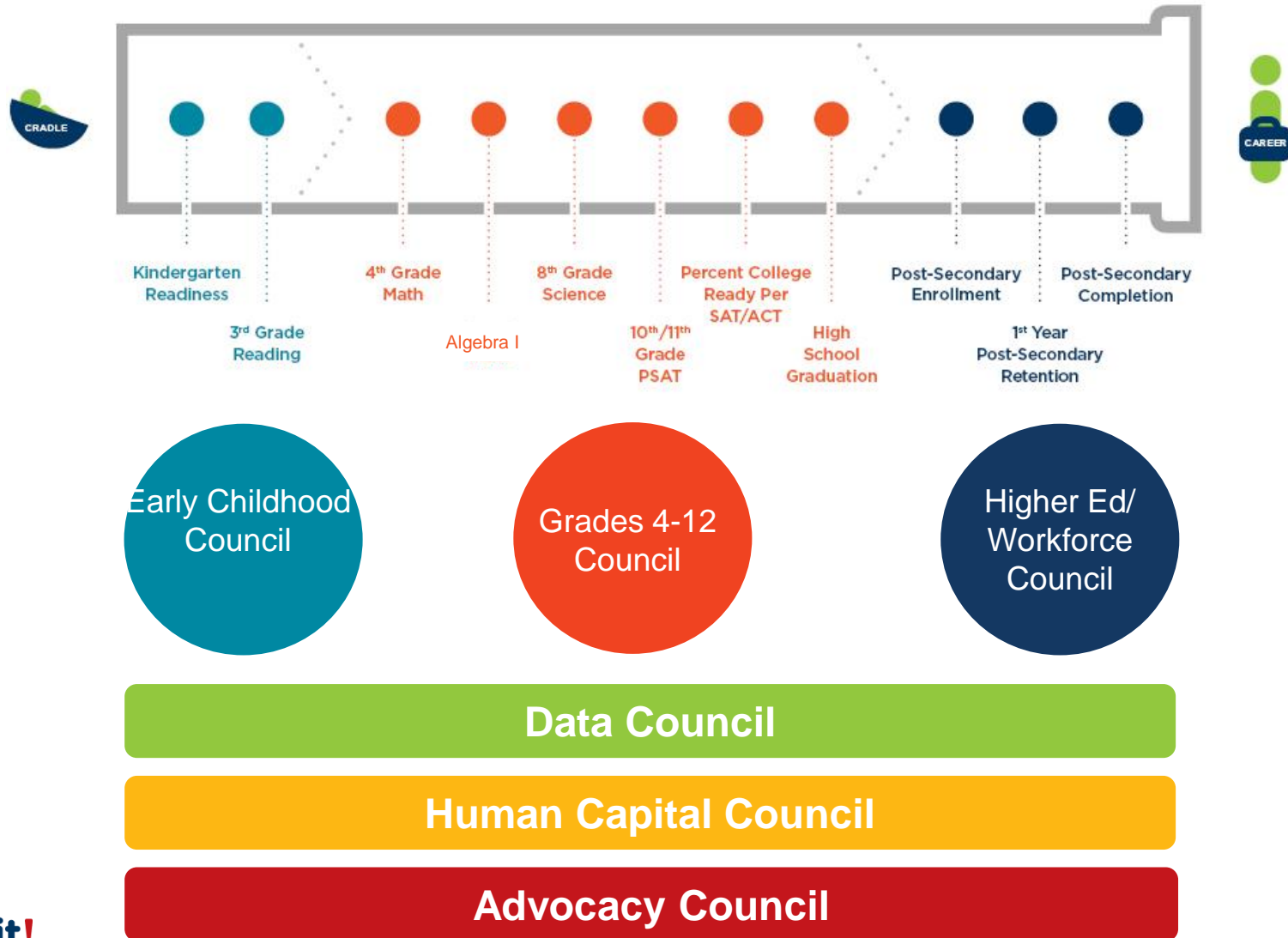
Continuing to Build The Partnership



How does Commit! work?



How does the Commit! infrastructure work?





Commit! Partners

Over 100 Partners Driving Strategy and Regional Collaboration

Partners

EARLY CHILDHOOD

Bryan's House
 Child Care Alliance
 Child Care Group
 Educational First Steps
 Head Start
 MI Escuelita Preschool
 Various Districts Offering Pre-K
 (see K-12 Districts)

K-12 SYSTEMS/SCHOOLS

Coppell ISD
 Dallas ISD
 DeSoto ISD
 Grand Prairie ISD
 Greenhill School
 Harmony Schools
 Highland Park ISD
 The Hockaday School
 Irving ISD
 J. Erik Jonsson School
 KIPP DFW
 International Leadership of Texas
 The Lamplighter School
 Lancaster ISD
 Mesquite ISD
 Parish Episcopal School

Richardson ISD
 St. Mark's School of Texas
 Shelton School
 Texas CAN Academies
 Uplift Education
 Village Tech Schools

HIGHER ED

Austin College
 Dallas County Community Colleges
 Parker University
 Paul Quinn College
 Southern Methodist University
 STARS Program-UT
 Southwestern Medical Center
 University of Dallas
 University of N. Texas - Dallas
 University of Texas - Dallas

FOUNDATIONS

Boone
 Dallas
 CFT/Caruth
 Hoglund
 Meadows
 Texas Instruments
 Vickery Meadows Youth Development Foundation
 United Way

Williams
 George & Fay Young

PARENT AND TEACHER GROUPS

Alliance-AFT
 AVANCE Dallas
 Region 10 ESC
 Stand for Children
 Teach For America DFW
 Teaching Trust
 Texas PTA

BUSINESS/WORKFORCE/CIVIC

Bank of America
 Beck Group
 Capital One
 Citibank
 Comerica
 Dallas Regional Chamber
 Ernst & Young
 Fidelity Investments
 GE Capital
 Greater Dallas Hispanic Chamber
 JP Morgan Chase
 LIT OnLine
 Mayor Mike Rawlings
 North Dallas Chamber
 The Real Estate Council
 Texas Instruments

Workforce Solutions Greater Dallas

NONPROFIT AND FAITH BASED

Academic Success Program
 After-School All-Stars North Texas
 Big Thought
 Boys & Girls Club of Greater Dallas
 Caring Loving All Youth (CLAY)
 Catholic Charities of Dallas
 Children At Risk
 CitySquare
 Communities In Schools
 The Concilio
 Dallas AfterSchool Network
 Dallas Arboretum and Botanical Garden
 Dallas Children's Theater
 Dallas Symphony Orchestra
 Dallas Urban Debate Alliance
 Dogwood Canyon Audobon Center
 Educate Texas
 Education Is Freedom
 Education Opens Doors
 Empower American Children
 Girl Scouts of Northeast Texas
 Holistic Education Institute
 Jubilee Park & Community Center
 Junior Achievement
 Junior Players
 Just Say YES
 Literacy Instruction For Texas
 National Math & Science Initiative
 Perot Museum of Nature and Science
 Project Transformation
 Promising Youth Alliance
 Rainbow Days
 Readers2Leaders
 REAL School Gardens
 Reasoning Mind
 Salesmanship Club
 ScholarShot
 Serve West Dallas
 SkillQuest
 SMU's CCE - The School Zone
 TeCo Theatrical Productions
 TexProtects
 Trinity River Audobon Center
 Unite
 Victims Outreach
 West Dallas Community Centers
 YWCA of Metropolitan Dallas

The above entities have signed the Commit! Partnership Agreement, indicating their willingness to champion data drive decision-making, promote effective practices, and share accountability for ensuring that every child in Dallas County is ultimately prepared for success in career and life.

Leadership and Support Council Members

Over 100 Community Members Helping Guide the Partnership's Work

Leadership Council Members

Joel Allison
CEO, Baylor Health Care

Heather Ashwell-Hair
Secretary, Texas PTA

Peter Beck
CEO, The Beck Group

Yasmin Bhatia
CEO, Uplift Education

Dr. Lew Blackburn
Dallas ISD Trustee

Dr. David Chard
Dean, Simmons School of Education at SMU

Brent Christopher
President & CEO, Communities Foundation of Texas

Trisha Cunningham
Chief Citizenship Officer, Texas Instruments

Dr. David E. Daniel
President, University of Texas at Dallas

Bruce Esterline
Vice President of Grants, The Meadows Foundation

Florencia Velasco Fortner
President and CEO, The Concilio

Ken Gilbert
Director, Head Start of Greater Dallas

Scott Griggs
Head of School, Greenhill School

Alex Hales
Executive Director, Teach for America – DFW

Susan Hoff
SVP of Community Impact, United Way of Metropolitan Dallas

Richard W. Holt
President, Bank of America in Dallas

Rena Honea
President, Alliance-AFT

Dr. Susan Simpson Hull
Superintendent, Grand Prairie ISD

Lee F. Jackson
Chancellor, University of North Texas System

Larry James
President & CEO, CitySquare

Laurie Larrea
President, Workforce Solutions

Dr. Wright Lassiter
Chancellor, Dallas County Community College District

Tanya McDonald
Executive Director, Dallas AfterSchool Network

Dr. Michael D. McFarland
Superintendent, Lancaster ISD

Linda McMahon
Executive Director, The Real Estate Council

Mike Miles
Superintendent, Dallas ISD

Mike Morath
Dallas ISD Trustee

Anne Motsenbocker
President & Regional CEO, JPMorgan Chase

Elvia Noriega
Executive Director of Accountability and Continuous Improvement, Richardson ISD

Jim Oberwetter
President & CEO, Dallas Regional Chamber

Dr. Dawson Orr
Superintendent, Highland Park ISD

Scott Orr
VP of Public Affairs, Fidelity Investments

J. Puckett
Senior Partner & Managing Director, Boston Consulting Group

Mike Rawlings
Mayor, City of Dallas

Eric Reeves
Founding & Managing Director, Industry+Education Texas

Florence Shapiro
Retired Senator, Texas State Senate

Michael Sorrell
President, Paul Quinn College

Nicole Small
President, The Lyda Hill Foundation

George Tang
COO, Texas High School Project at Communities Foundation of Texas

Paula Turicchi
SVP of Women and Infants Specialty Health, Parkland Health & Hospital System

Todd Williams (CHAIR)
Executive Director, Commit! / Founder, Williams Family Foundation

Ellen Wood
Co-Founder, Teaching Trust

Felix Zamora
President, Mountain View College

Leadership and Support Council Members

Over 100 Community Members Helping Guide the Partnership's Work

Support Council Members

EARLY CHILDHOOD (BIRTH-3RD GRADE)

Peter Beck
The Beck Group

Mary Jane Bowman
Grand Prairie ISD

Dr. David Brown
Texas A&M University

Nell Carvell
SMU Preschool Teacher Education

John Castle, Jr.
EDS

Alan Cohen
Dallas ISD

Elna Davis
Grand Prairie ISD

Regen Horchow Fearon
PlumLife

Juany Valdespino-Gaytan
DISD Early Childhood Council

Marnie Glaser (CO-CHAIR)
Volunteer

LeAnn Kite Hampton
Region 10 Education Services Center

Susan Hoff (CO-CHAIR)
United Way

Charis Hunt
Richardson ISD

Mary M. Jalonick
The Dallas Foundation

Dr. Helena Mosely
Lancaster ISD

Dr. Margaret Owen
University of Texas at Dallas

Dr. Donna Persaud
Parkland Health & Hospital System

J. Puckett
Boston Consulting Group

Lisa Oglesby Rocha
Retired

Dr. Raul Rojas
University of Texas at Dallas

Melanie Rubin
Dallas Childcare Alliance

Dora Torres-Moron
Dallas ISD

Paula Turicchi
Parkland Health &
Hospital System

Shawn Williams
City of Dallas

Cynthia Yung
Boone Family Foundation

4TH-12TH GRADE

Heather Ashwell-Hair
Texas PTA

Fatih Ay
Harmony Public Schools

Michele Bobadilla
University of Texas at Arlington

Vicki Bridges
Grand Prairie ISD

Rev. Gerald Britt
CitySquare

Ashley Bryan
Dallas ISD

Dr. David Chard
Southern Methodist University

Alex Hales
Teach for America – DFW

Rich Harrison
Uplift Education

Steve Hinkley
Perot Museum of Nature and Science

Patti Kieker
Richardson ISD

Dr. Helena Mosely
Lancaster ISD

Dr. Gabrielle Polk
DeSoto ISD

Tegwin Pulley
National Alliance for
Partnerships in Equity

Dr. Ann Smisko
Dallas ISD

Aleta Stampley
Texas Instruments

George Tang (CHAIR)
Communities Foundation
of Texas

HIGHER ED/WORKFORCE

Tynesia Boyea-Robinson
Reliance Methods

Dr. Mary Brumbach
Dallas County Community
College District

Angela Farley
Dallas Regional Chamber

Eric Griffin
Workforce Solutions

Laura Irvine
Methodist Dallas Medical Center

Laurie Larrea
Workforce Solutions

Dr. Barbara Lerner
Texas Woman's University

Greg Mangum
United Way

Dr. Michael McClendon
Southern Methodist University

Alfreda Norman
Federal Reserves Dallas

Marcia Page
Education is Freedom

Forrest Parrott
AT&T

Alexandria Perez
University of North Texas System
Board of Regents

Amber Pizano
Texas Instruments Foundation

Eric Reeves (CHAIR)
Industry+Education Texas

Gretchen Riehl
Eastfield College

Wynn Rosser
Greater Texas Foundation

Byron Sanders
Dallas Education Foundation

Sandi Smith
Junior Achievement of Dallas

Candy Slocum
North Central Texas Interlink

Joe Supino
Aerotek

ADVOCACY

Rep. Rafael Anchia
Texas House of Representatives

Rep. Dan Branch
Texas House of Representatives

Sen. John Carona
Texas State Senate

Lanet Greenhaw
Dallas Regional Chamber &
Richardson ISD

Rep. Eric Johnson
Texas House of Representatives

Mike Morath
Dallas ISD

Scott Orr
Fidelity Investments

Rep. Bennett Ratliff
Texas House of Representatives

Eric Reeves
Industry+Education Texas

Florence Shapiro (CHAIR)
Texas State Senate

Rep. Jason Villalba
Texas House of Representatives

Sen. Royce West
Texas State Senate

DATA

Dr. Rodney Andrews
University of Texas at Dallas

Dr. Tamela Horton
Lancaster ISD

Dr. Whitcomb Johnstone
Irving ISD

Dr. Kristin Kuhne
Educate Texas

Donna McAda
Mesquite ISD

Elvia Noriega (CHAIR)
Richardson ISD

Dr. Cecilia Oakeley
Dallas ISD

Dr. Richard Kent Plot
Dallas County Community
College District

Melissa Rowe
Grand Prairie ISD

Dr. Becky Sheppard
DeSoto ISD

Anisha Srinivasan
Uplift Education

Dr. Karen Thierry
Salesmanship Club Youth &
Family Centers

Debbie Youngs
Coppell ISD

HUMAN CAPITAL

Dylan Bolden
Boston Consulting Group

Garrett Boone
The Container Store

Karry Chapman
Irving ISD

Sarah Cotton Nelson
Communities Foundation of Texas

Carmen Darville
Dallas ISD

Charles Glover
Bellwether Education Partners

Tawana Grover
DeSoto ISD

Alex Hales
Teach for America – DFW

Demetreus Liggins
Grand Prairie ISD

Pam Linton
Richardson ISD

Rhonda Nelson
Uplift Education

Roosevelt Nivens
Lancaster ISD

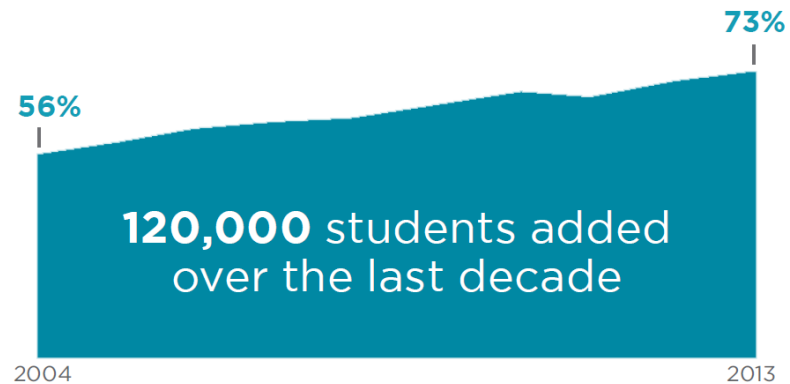
Jeremy Smith
The Rainwater Charitable
Foundation

Ellen Wood (CHAIR)
Teaching Trust

The Demographic Challenges Facing Us

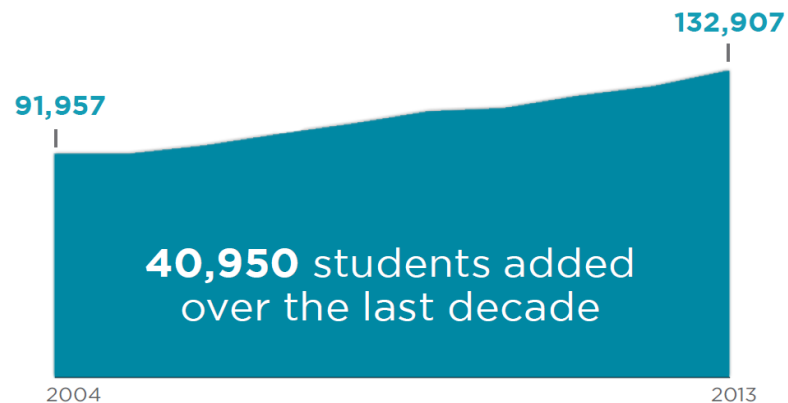
Poverty Is Increasingly Pervasive Across Dallas County

Poverty within our public schools has been steadily increasing since 2004, growing from 56% to 73% of all students. 12 of our 14 traditional districts have more than 50% poverty across their campuses.²



English Language Learners Now Represent 1 out of 4 Students

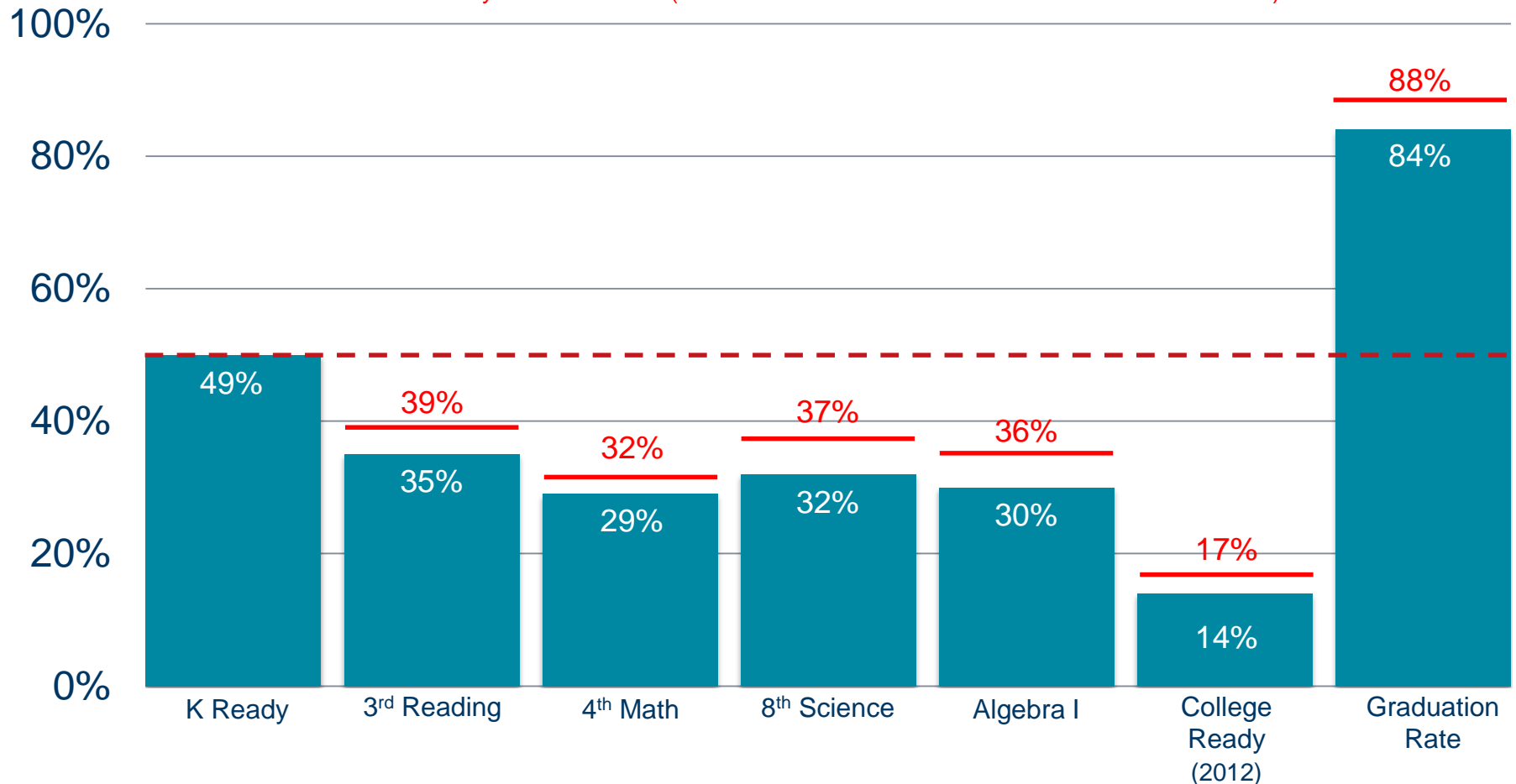
Dallas County's total ELL population of roughly 133,000 students would represent the third largest school district in Texas and the 21st largest in the country.²



Achievement challenges begin with, and are driven by, overall K Readiness; gaps with state remain

■ % Achieving Level 2 Recommended (3rd thru Algebra 1)

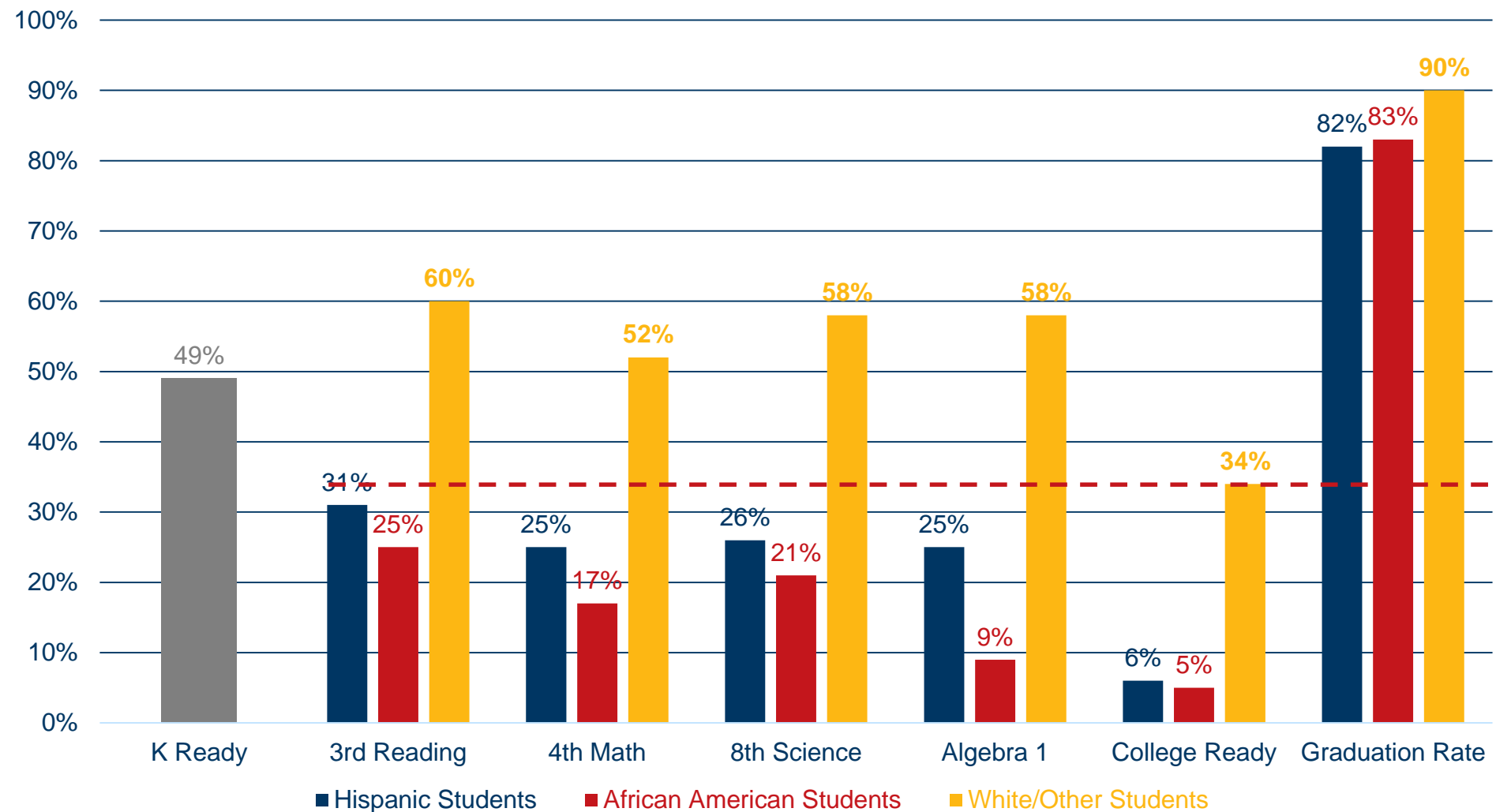
2013 Data for Dallas County Public Schools (Red Line Indicates Overall Achievement at State Level)



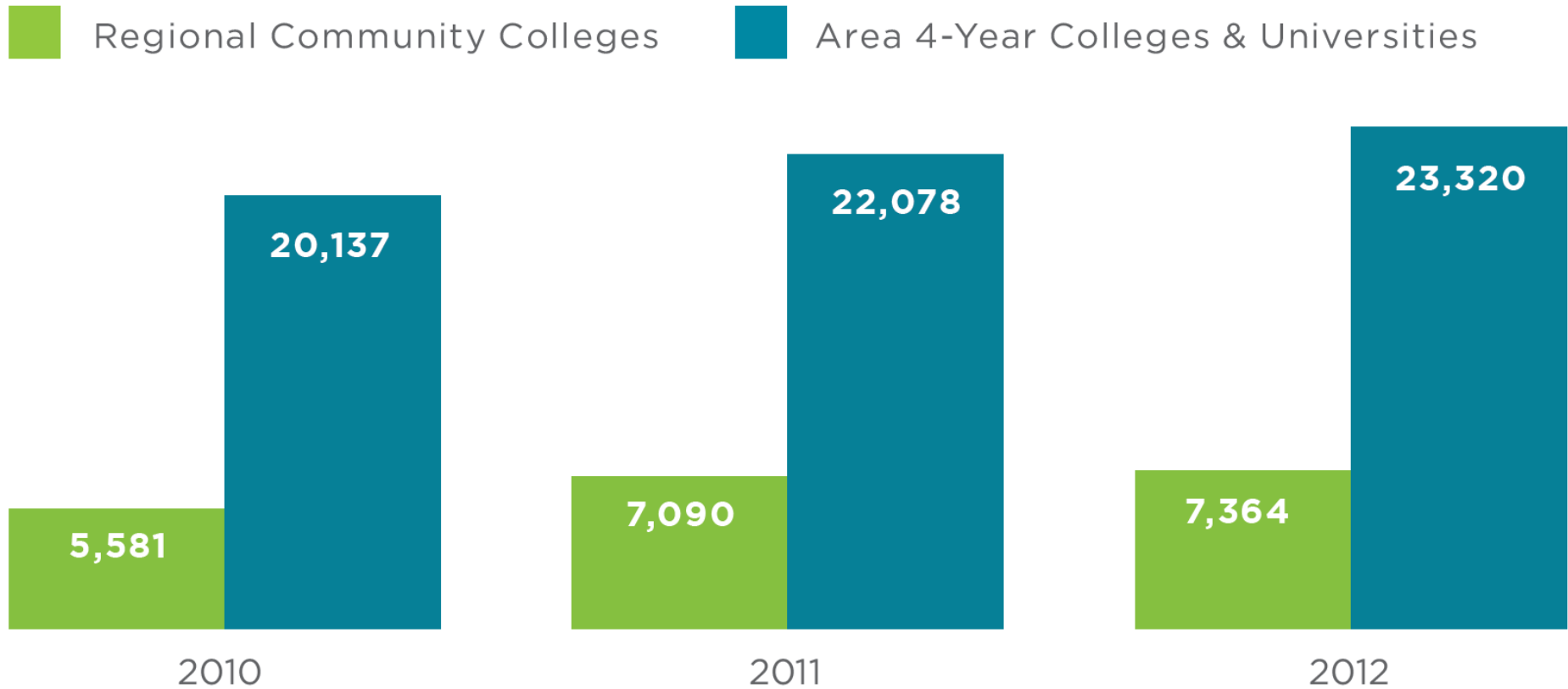
Poverty and home language continue to limit student success

	Kindergarten Readiness	3rd Grade Reading	4th Grade Math	8th Grade Science	Algebra 1	Average 10th Grade PSAT Score	Percent of Graduates College Ready	Four-Year High School Graduation Rate	Enrolling in Postsecondary Education (PSE)	Returning to PSE after One Year	Total 2-yr and 4-yr Degrees Conferred
Achievement Gap Analysis								■ NO CHANGE ■ GAP IS CLOSING ■ GAP IS WIDENING			
POVERTY Economically disadvantaged students compared to more affluent peers <small>(Free and Reduced Priced Lunch)</small>	n/a	28% 56% 28% Gap	23% 46% 23% Gap	24% 50% 26% Gap	23% 45% 22% Gap	n/a	n/a	84% 85% 1% Gap	n/a	n/a	n/a
Change in Achievement Gap vs 2012	n/a	↑1%	↑1%	↓1%	↓1%	n/a	n/a	↓1%	n/a	n/a	n/a
LANGUAGE English Language Learners compared to non-ELL peers	n/a	28% 40% 12% Gap	23% 33% 10% Gap	9% 36% 27% Gap	9% 33% 24% Gap	n/a	n/a	70% 86% 16% Gap	n/a	n/a	n/a
Change in Achievement Gap vs 2012	n/a	↑1%	↑1%	No Change	↑1%	n/a	n/a	↓1%	n/a	n/a	n/a

Students of color fall behind early and gaps continue to grow, approaching 6:1



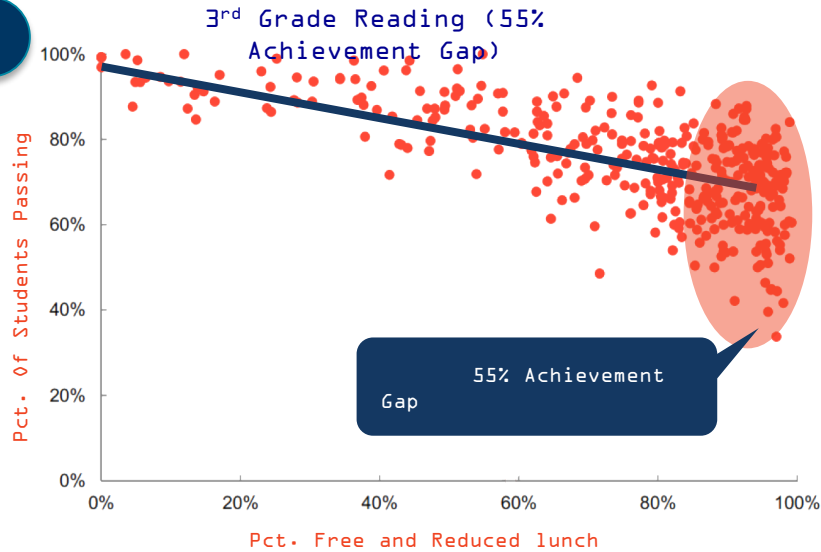
A 19% increase in degrees conferred since 2010



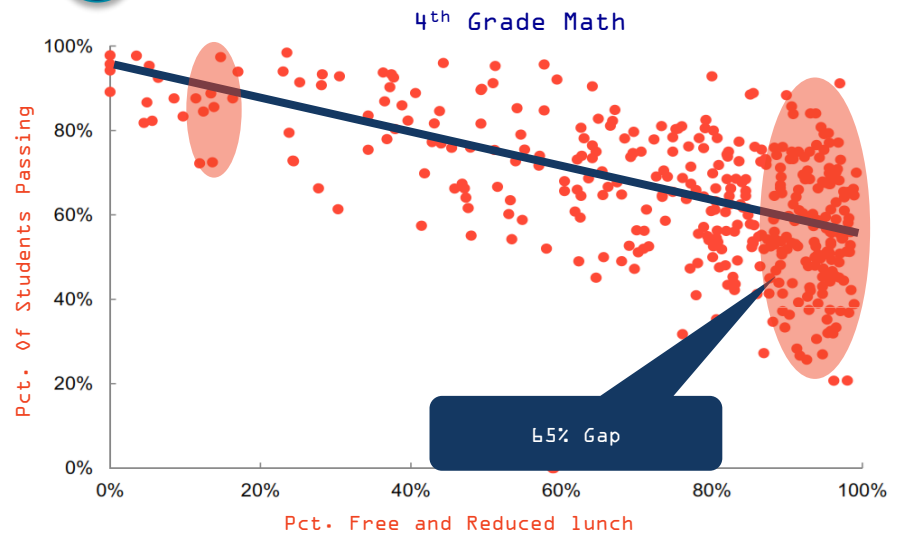
Across Every Grade/Subject, Achievement Dispersion Increases in High F&RL Schools

“Go Where the Data Take Us ... Learn What is Working ... and Help Spread It”

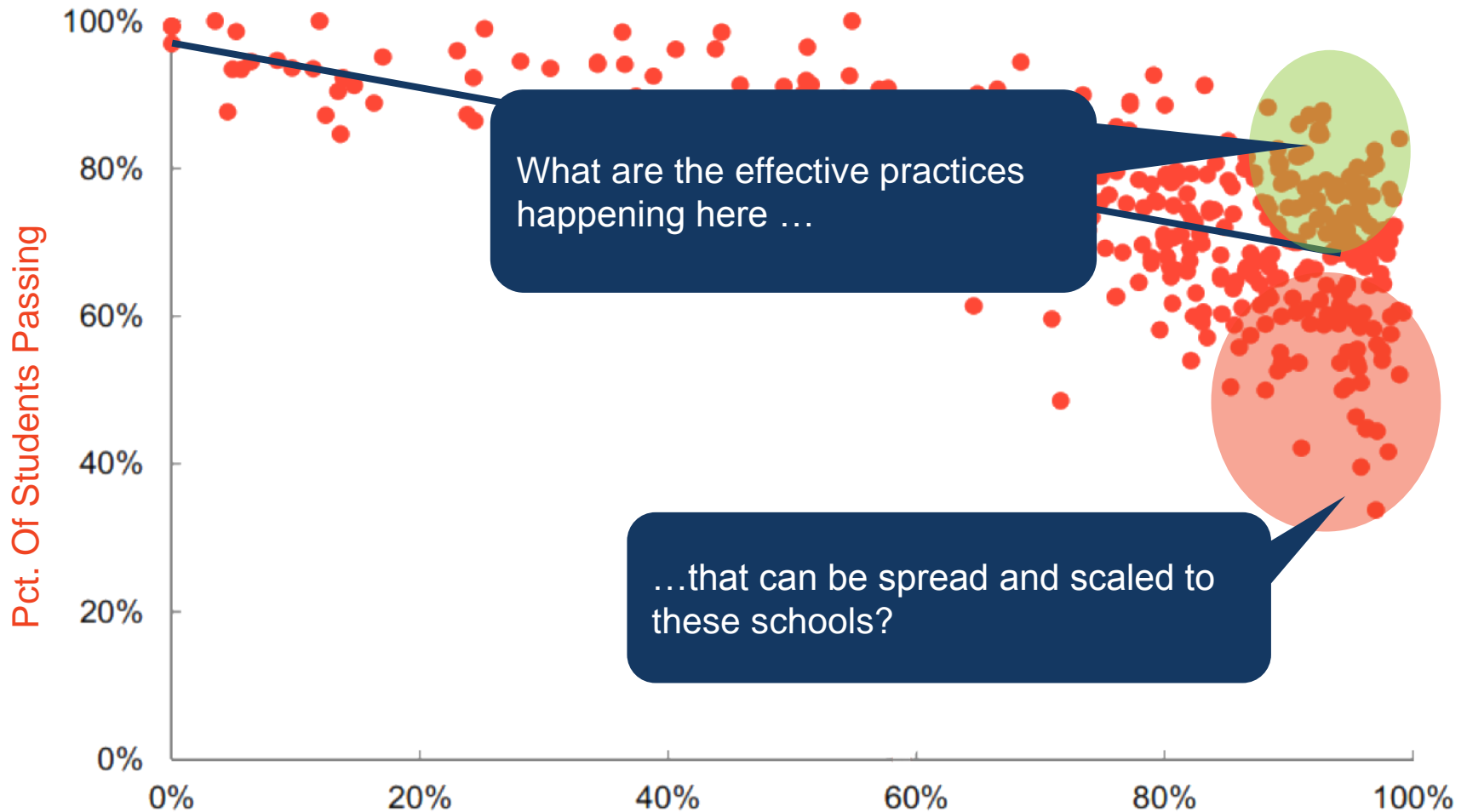
1



2



Studying outliers, at both ends, to learn and spread effective practices



Stories of Impact



Uplift: College Readiness



GPISD: Single Gender Middle School



Lancaster ISD: Pre-K Access



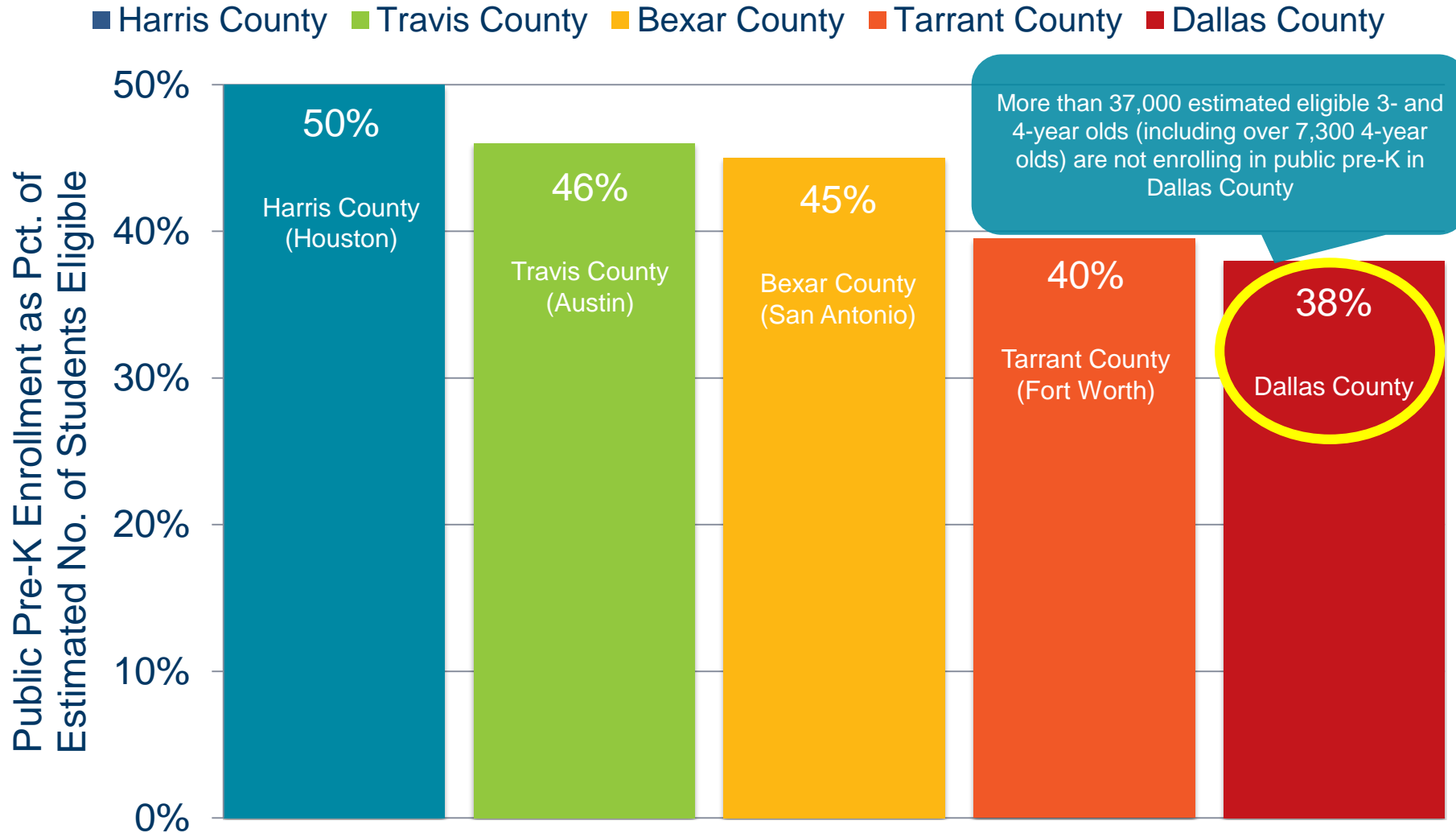
Lifting up impactful partner practices



To view the Commit! Partnership's Stories of Impact in their entirety, please visit <http://commit@dallas.org/stories-of-impact/>.

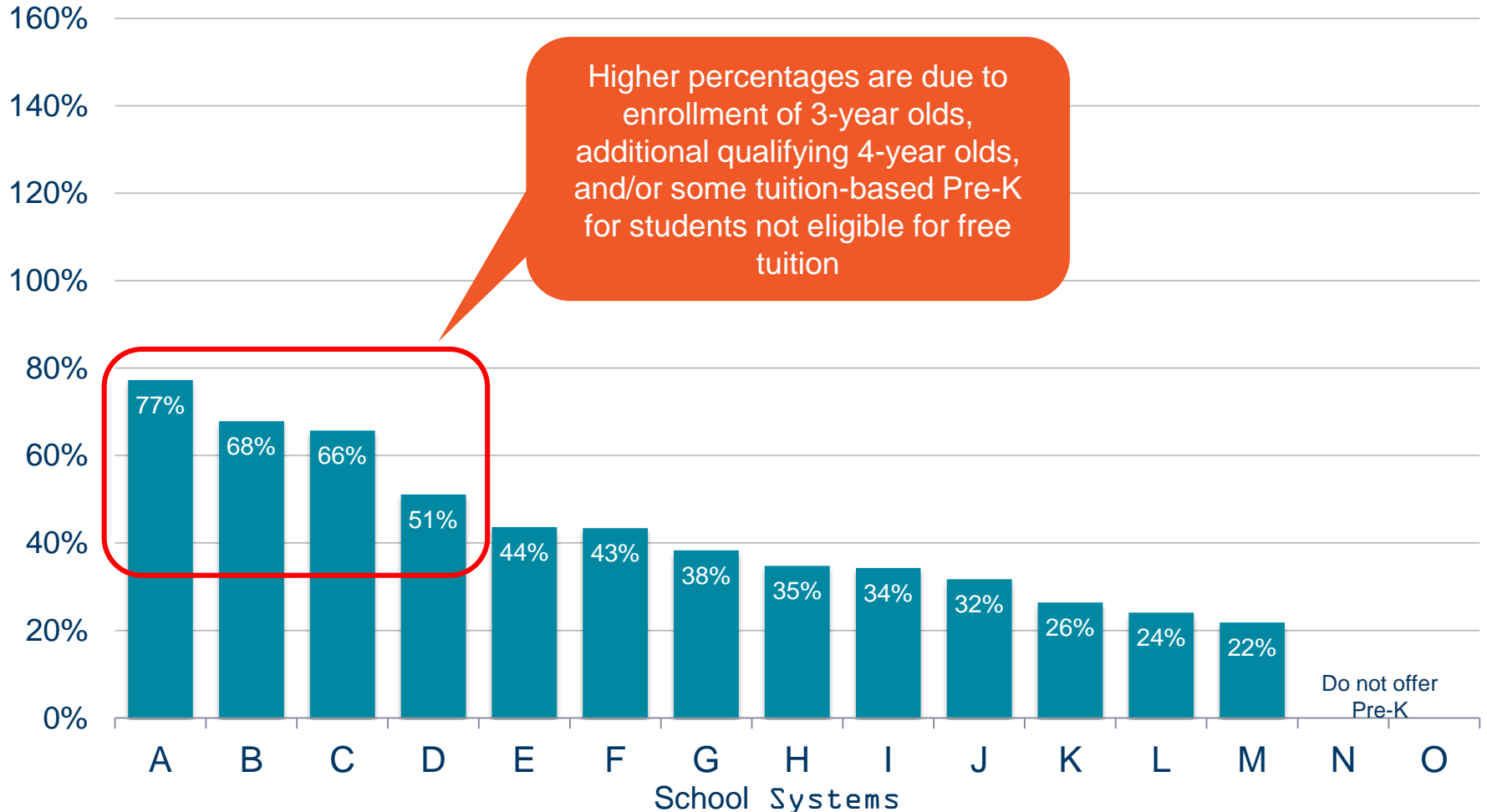
Using Data Strategically to Provide Insights Quantifying and Maximizing Pre-K Access

Dallas County is well behind other major urban counties in public pre-K enrollment, substantially impacting K Readiness levels



And enrollment in pre-K varies widely across Dallas County, with gaps seen in 10 of 14 school systems

Public pre-K enrollment as a % of estimated eligible 3 and 4-yr old population, 2013



Achievement gaps based on socioeconomic status start early; heavily influencing subsequent achievement



The biggest opportunity lies in accessing (and potentially expanding) allocated TEA funding for public pre-K

Implementation

\$26.8M

TEA half-day district pre-K funding not currently being accessed by **eligible 4-year olds** in County

+ \$109.3M

TEA half-day district pre-K funding not currently being accessed by **eligible 3-year olds** in County once needs of all 4-year olds met

\$136.1M

Total funding already available, accessed by increasing (i) awareness and (ii) capacity (either directly or via JV's)

Policy

+ \$84.0M

Additional funding possible if strong case with data can be built advocating for full-day pre-K for 4-year olds

\$220.1M

Potential pre-K funding to access with coordinated strategy and effort among Dallas County districts

\$26.8M computed as \$3,650 TEA half-day pre-K allocation times 7,334 4-year old pre-K enrollment gap in Dallas County
\$109.3M computed as \$3,650 TEA half-day pre-K allocation times 29,956 estimated eligible 3-year olds in county based on economically disadvantaged first-grade population
\$84.0M computed as \$2,800 potential additional per-student allocation (\$6,450 full day cost less \$3,650 half day allocation) times 29,956 estimated eligible 4-year olds in county based on economically disadvantaged first-grade population

Sharing the importance of early education with parents and community partners

FREE Pre-K: It's time to sign-up!



Who is eligible?

If you live in Dallas ISD and your child will be 4-years old by September 1st, she or he may be eligible for FREE pre-K based on any of the following criteria:

- Unable to speak and understand the English language
- Educationally disadvantaged (eligible to participate in the National School Lunch Program)
- Homeless
- Child of a member of the armed forces of the United States
- Has ever been in state foster care

What do I bring?

- Official birth certificate (any country)
- Up-to-date immunization record
- Child's social security card (if available)
- Current proof of address (such as a utility bill with address)
- Parent/guardian picture ID from any country
- Income verification such as W-2, current SNAP or TANF case number, or current pay stub (which would need to be re-verified in July)

Where do I go?

From April 7-11, go to any Dallas ISD elementary school to sign-up your child for FREE pre-K



To learn more, contact your local elementary school campus

commit!



Become an Early Childhood Ambassador



Your Support Makes a Difference



GOALS

1. Substantially increase parent awareness and community understanding of the importance of quality early childhood education
2. Enroll more eligible 4-year-olds in pre-K to demonstrate demand and drive greater community investment in quality early childhood education

TIMING

Starting in April, some districts will begin the pre-K enrollment process, with all districts completing by August. In parallel, messages and tactics are being developed for a broader early childhood awareness campaign.

ACT NOW
Demonstrating parent demand for quality early education will compel the community to act and increase support. **By starting small here, we can make a big difference later.**

join
our call to action

If you believe in the importance of a quality early childhood education and that our community should invest in our youngest citizens, show your commitment by joining our effort

share
this message

We will work with you to provide actionable messages and collateral you can include in your outreach to spread the word widely about the importance of early childhood education

Strategies to meaningfully address these gaps

- Awareness campaigns focused on increasing parent / community demand for quality early childhood education seats (**Demand Side**)
 - Efforts underway supporting Dallas ISD's April pre-K round-up;
 - Pursuing opportunity for broader county campaign in summer
- Joint ventures with private accredited providers to increase number of classroom seats for pre-K students (**Supply Side**)
 - Increased demand must be met with learning space—and capable teachers
- Presentations by Commit Partnership staff to local boards to highlight the need and the impact of quality childhood education, including state and local benchmarking (**Supply Side**)
- Incentives to substantially shift focus of school leaders toward the earliest grades before achievement gaps widen (**Supply and Demand Side**)

Using Data Strategically to Provide Insights in our Early Literacy Networks

Launched early literacy networks in South Oak Cliff and Molina Feeder Patterns

Why SOC and Molina?

- 1) Achievement data indicated high need
- 2) Students reflect overall regional demographics
- 3) Willingness of local school leadership

Molina Feeder Pattern

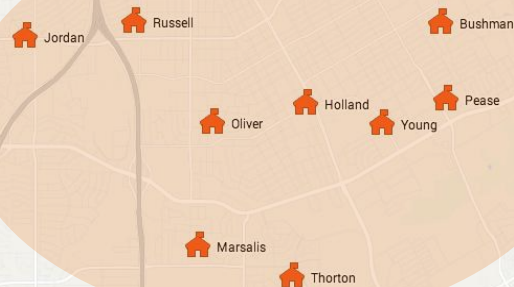
Dallas Independent School District



- 8,400+ students
- 40% English Language Learner levels
- 95% poverty

South Oak Cliff Feeder Pattern

Dallas Independent School District

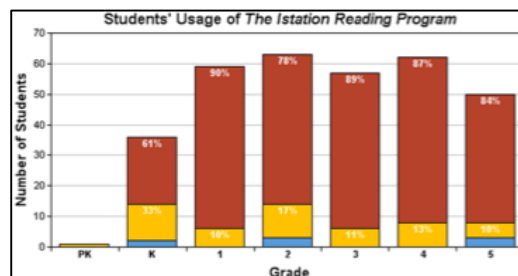
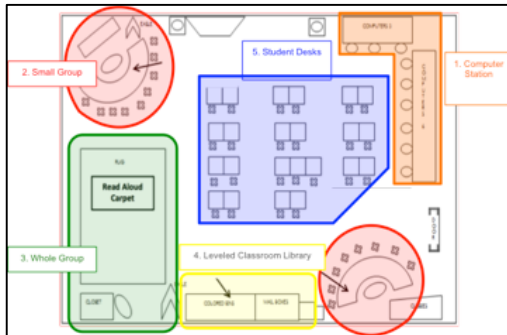


With District leadership, EDs and principals, prioritized practices after conducting a thorough analysis of existing practices

Balanced Literacy / Teacher Instructional Support

Data-Driven Decisions

School Culture



Responding to data, DISD installed leveled libraries at all 14 SOC/Molina Elementary Schools



May 2013


commit!



November 2013


Intensive Donors Choose effort to support student-centered classrooms

South Oak Cliff	Moises Molina	W.T. White	Thomas Jefferson
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South Oak Cliff Feeder Pattern

Nine elementary schools in the SOC feeder pattern serve **~4,500 students**, **29%** of whom are English Language Learners and **95%** of whom qualify for free or reduced price lunch. **40%** of our 3rd grade students failed to meet minimal reading standards in 2012. While our schools are making great strides under committed leadership and dedicated teachers, it will take a village to support our children given the barriers they face outside the classroom. A classroom with ample resources is critical to advancing literacy achievement and we hope you'll consider donating to our classrooms. Each dollar arms our students with the tools they need to learn to read.



Bushman Elementary

W.W. Bushman Elementary is in a community where 64% of the population lives in or near poverty. Of the more than 470 students, 97% qualify for free or reduced price lunch. Additionally, there's a significant challenge as half of 3rd grade students failed to meet minimal reading standards in 2012. While teachers and staff are working hard to increase the odds for all kids, community support is critical. Help ensure students at Bushman have the tools they need to learn to read!

[See All Projects](#)

Featured Projects That Support Early Literacy

The Magical World of Reading \$0.00 to go [Donate](#)

- Commit! web page featuring **56 projects** in SOC, Molina, TJ, and White feeder patterns
- **47 projects fully funded**, totaling \$27,388
- \$4,144 pledged toward the 9 remaining projects, for a **grand total of \$31,533 pledged**
- **Promoted** through e-mail blast to **~3K people**, social media, blog, and personal outreach

<http://commit2dallas.org/commit-to-early-literacy/>

~600 SOC teachers attended professional development conference supported by multiple organizations



- ~600 elementary and secondary teachers attended PD conference hosted at UNTD.
- Workshops offered by multiple organizations: UNTD, Region 10 Education Service Center, Salesmanship Club, and Teach For America.
- PD topics focused on reading/writing development and other non-academic topics such as social-emotional development.



Connected communities to schools



Organized 200+ volunteers and raised \$150,000 to set up ~750 classroom entryways with college décor and inspirational quotes

A truly collaborative effort....



SALESMANSHIP CLUB
OF DALLAS



THE
BOONE
FAMILY
FOUNDATION

Istation

Dallas
Independent
School
District



the williams family
FOUNDATION

BCG

TEACHFORAMERICA



GE Capital



UNT DALLAS

Questions?