K-12 Educational Outcomes for Texas Children w/ Particular Focus on Poverty

How Do We As a State Scale Those Efforts That Are Working and Change Incentives/Reduce Barriers?

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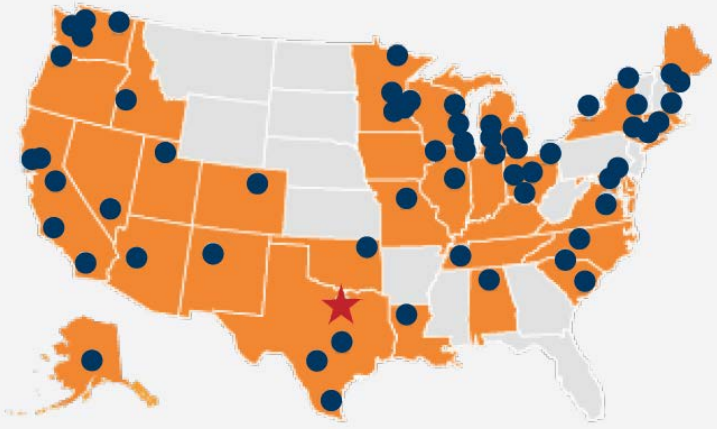
What the Commit! Partnership Is

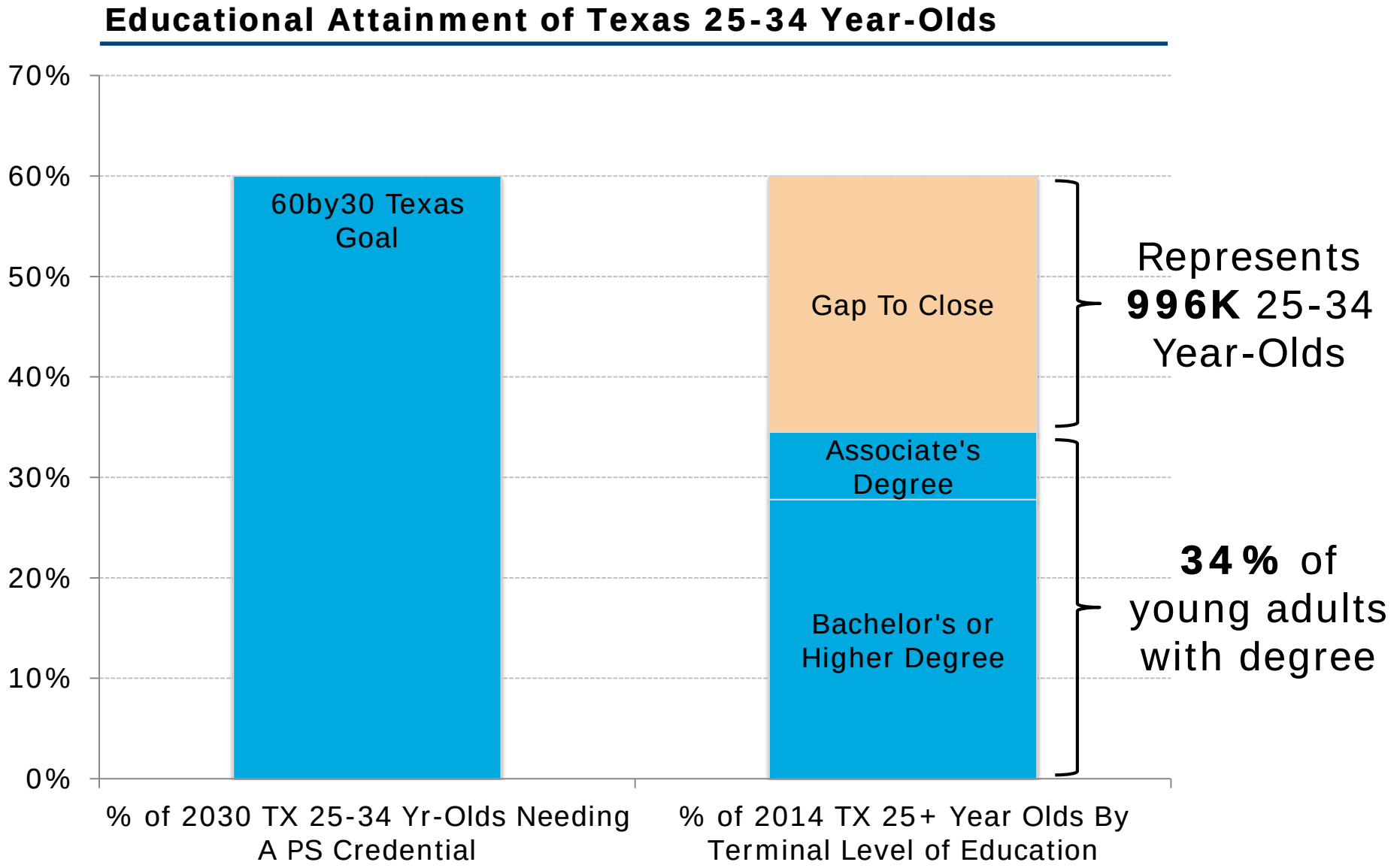
Education collective impact backbone, the largest of its kind among 60+ members of the StriveTogether national network, serving the **750,000+** students (PreK thru College) across Dallas County



Key Facts:

- Independent 501(c)(3) **founded in 2012** out of initiative by Dallas Regional Chamber and Dallas Mayor Rawlings
- Staff of ~20 dedicated FTEs and ~$3M annual budget singularly focused on helping move biggest levers driving systemic change affecting outcomes
- 5 initial programmatic focuses:
  - Early Childhood Education
  - Middle Grades Success
  - Postsecondary Attainment
  - Educator Pipelines
  - Data “Democratization”
- Work with ~185 partners across sectors including ISD’s, higher ed, foundations, nonprofits, businesses, and civic entities

The Texas 60-by-30 State Goal Is At Risk; We Need Nearly **1M** More Young Adults with a Postsecondary Credential



Source: U.S. Census Bureau, 2014 American Community Survey 1-Year Estimates

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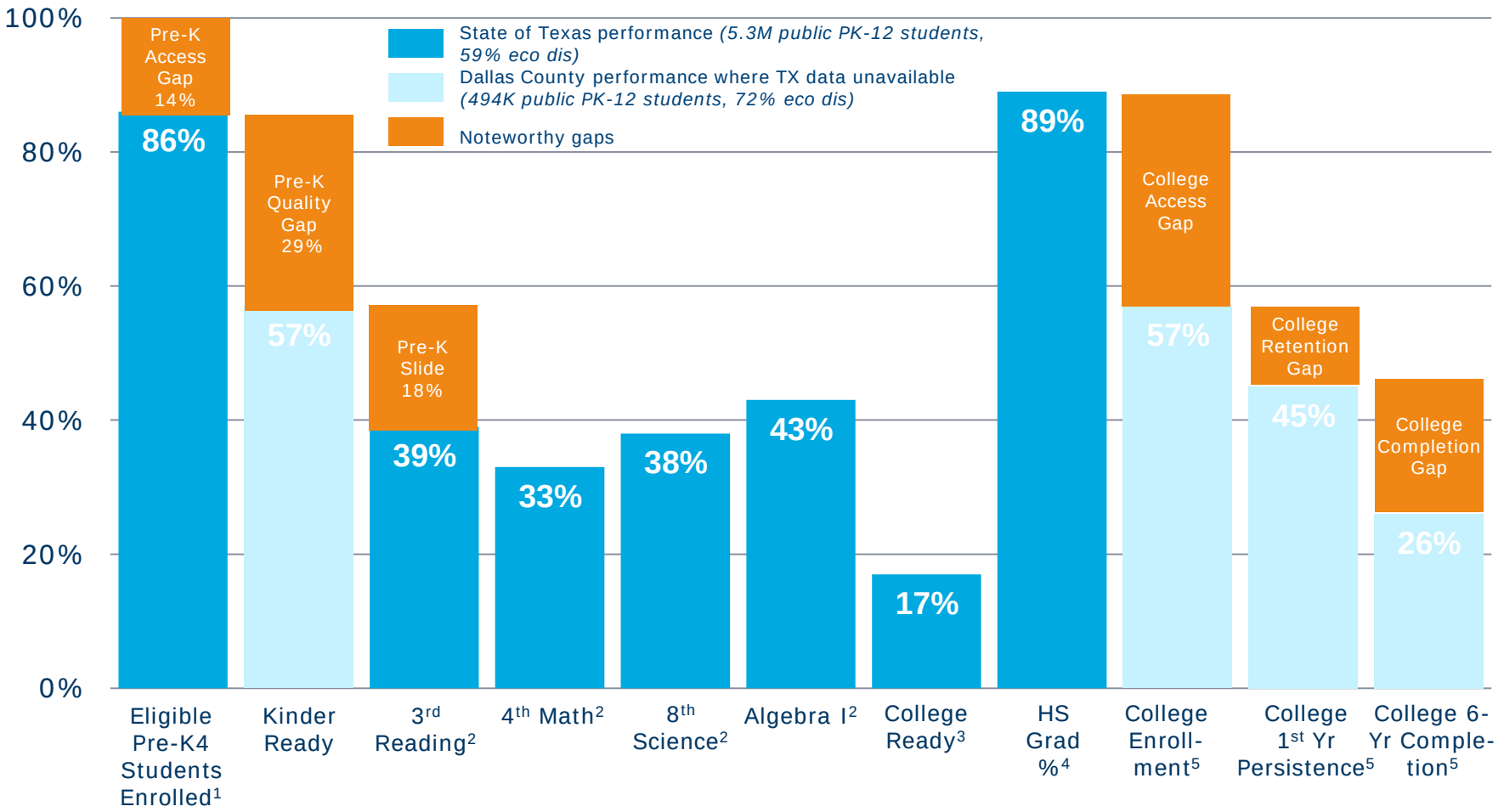
...Which Result in a Challenged Cradle-To-Career Pipeline for Texas Reflecting Inadequate Educational Outcomes

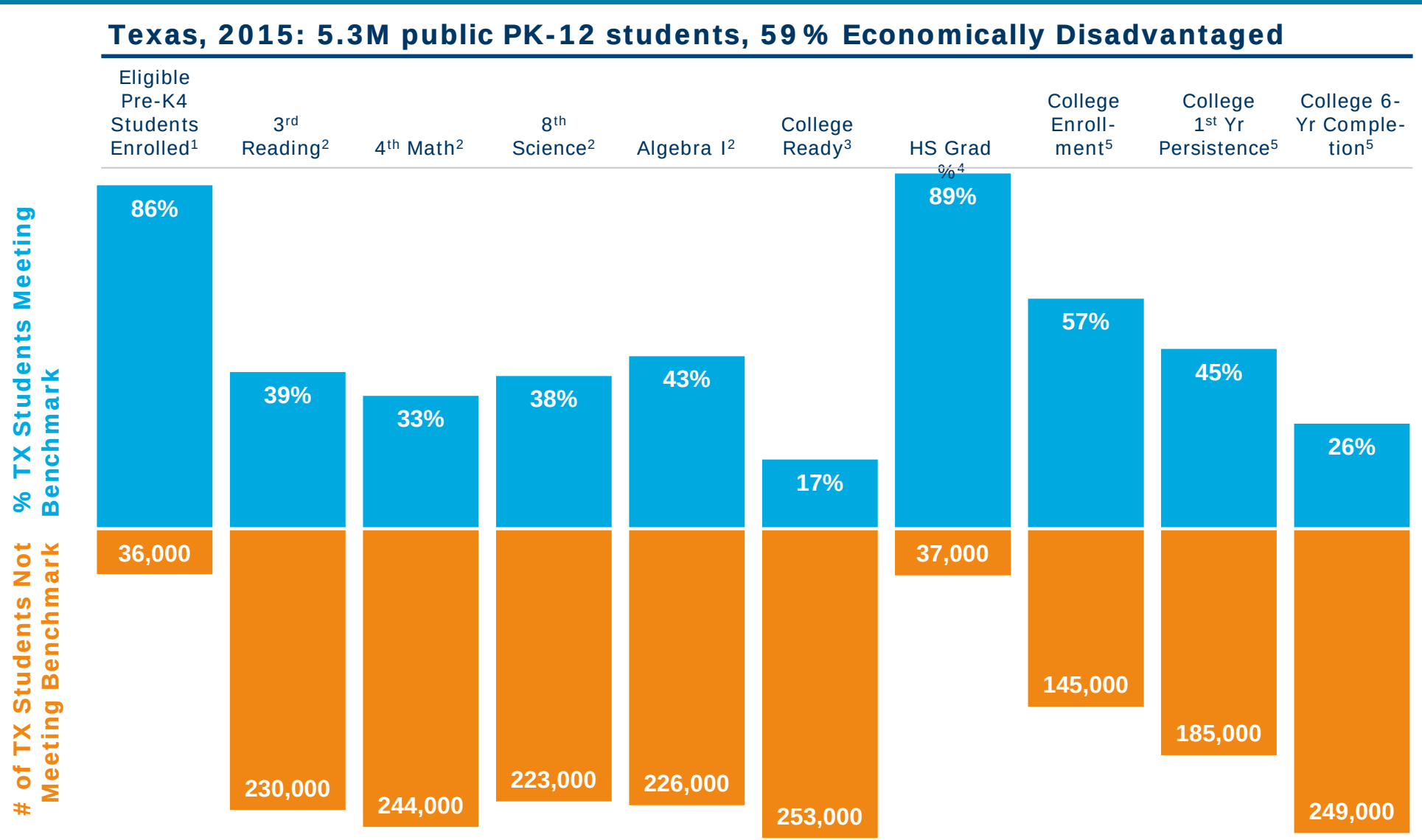
State of Texas Educational Pipeline, 2015



~ # of Students Not Proficient: 230,000 | 244,000 | 223,000 | 226,000 | 253,000 | 37,000

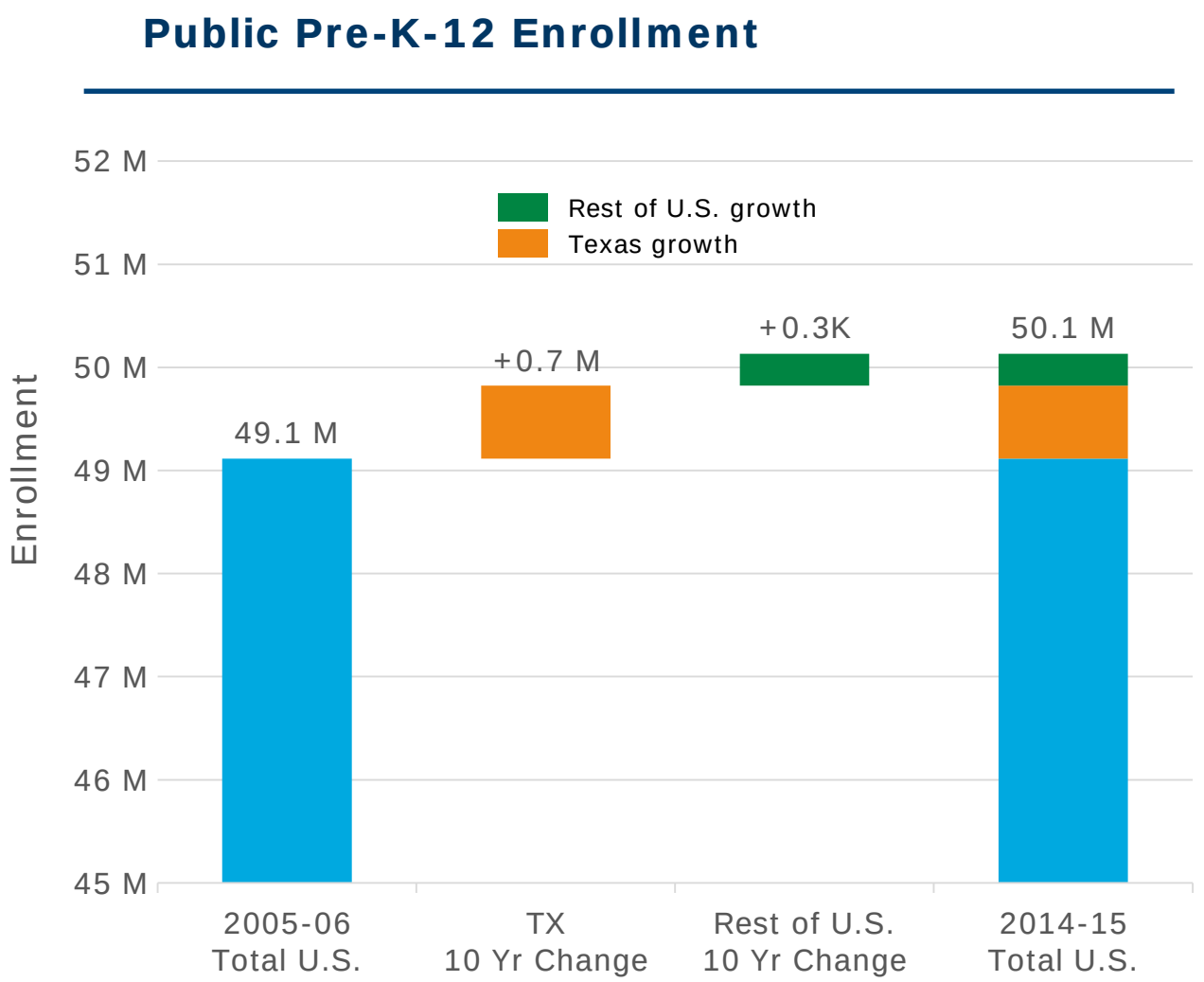
Source: 1)Texas Education Agency (TAPR) 2) Achievement levels represent percentage of students achieving Postsecondary Readiness standard (3rd thru Algebra 1) on 2014 STAAR exams. 3) Source: Texas Education Agency (TAPR). Per TEA, SAT/ACT college readiness equivalent to 1110 on SAT Reading/Math subject tests or 24 on ACT. Minimum 100 graduates. 4) TEA: Federal Graduation Rate calculation from accountability standards. 5) Postsecondary data: National Student Clearinghouse and Texas Higher Education Coordinating Board

The Education Pipeline Is Falling Short Of The Demand—**253,000** High School Graduates Are Not College Ready



Source: 1)Texas Education Agency (TAPR) 2) Achievement levels represent percentage of students achieving Postsecondary Readiness standard (3rd thru Algebra 1) on 2014 STAAR exams. 3) Source: Texas Education Agency (TAPR). Per TEA, SAT/ACT college readiness equivalent to 1110 on SAT Reading/Math subject tests or 24 on ACT. Minimum 100 graduates. 4) TEA: Federal Graduation Rate calculation from accountability standards. 5) Postsecondary data: Texas Higher Education Coordinating Board. Enrollment for HS class of 2014 enrolled within 1 year of HS graduation. Persistence for HS class of 2012. Completion for 2009 college enrollees and only includes full-time enrolled students. All postsecondary data slightly under-stated (relatively by 10%-20%) as data does not include out-of-Texas enrollees

And TX Public PK-12 Enrollment Growth Accounts for **70%** of the U.S. Growth… What Happens Here Matters



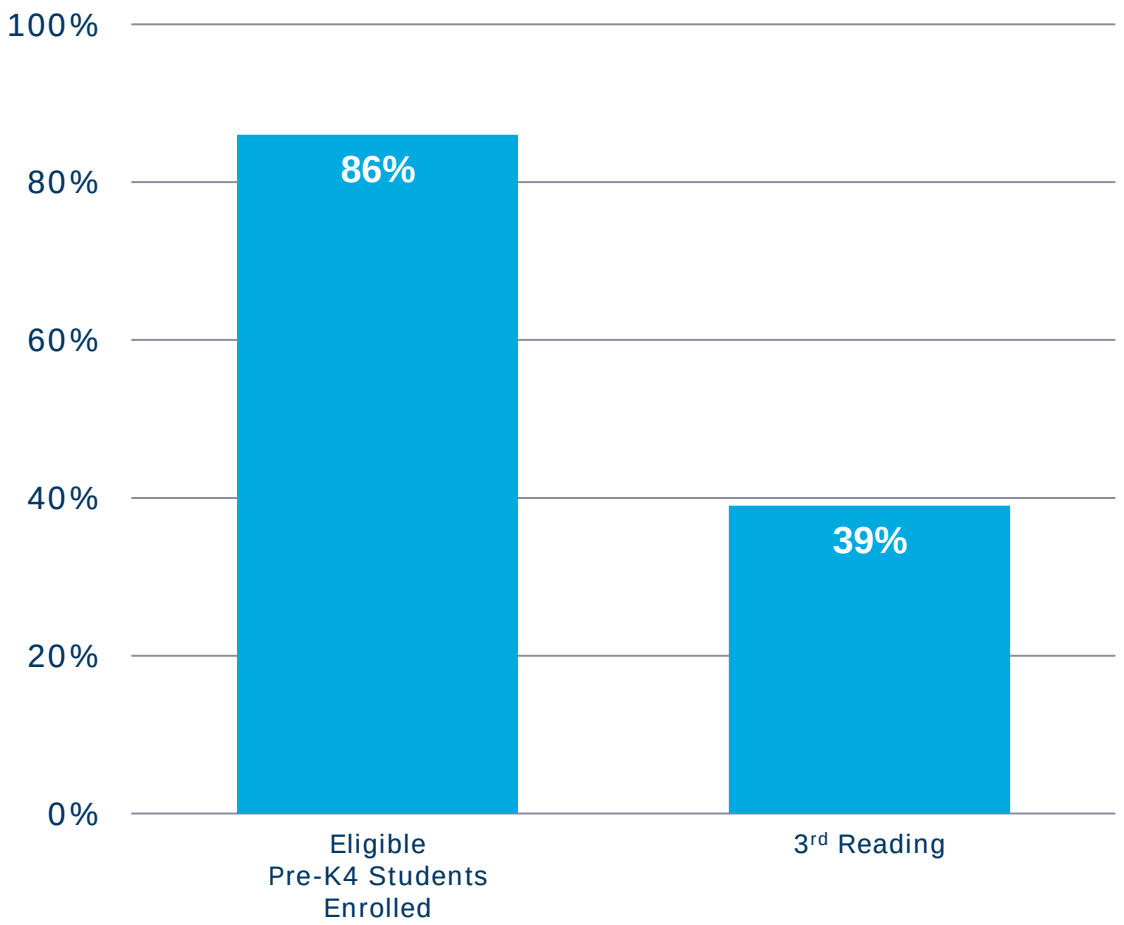
Texas now educates **1 in 10 U.S. children** 18 years or younger

Source: To fill in

Solving the Pre-K Enrollment and Pre-K Thru 3rd Quality Gaps

Only 39% of TX Students Answer ~75% of Questions Correctly on 3rd Grade Reading Assessment

Early Childhood



A troubling **47%** drop-off exists between students who attend Pre-K today and the number who currently pass the 3rd grade STAAR reading assessment at the post secondary level 4 years later

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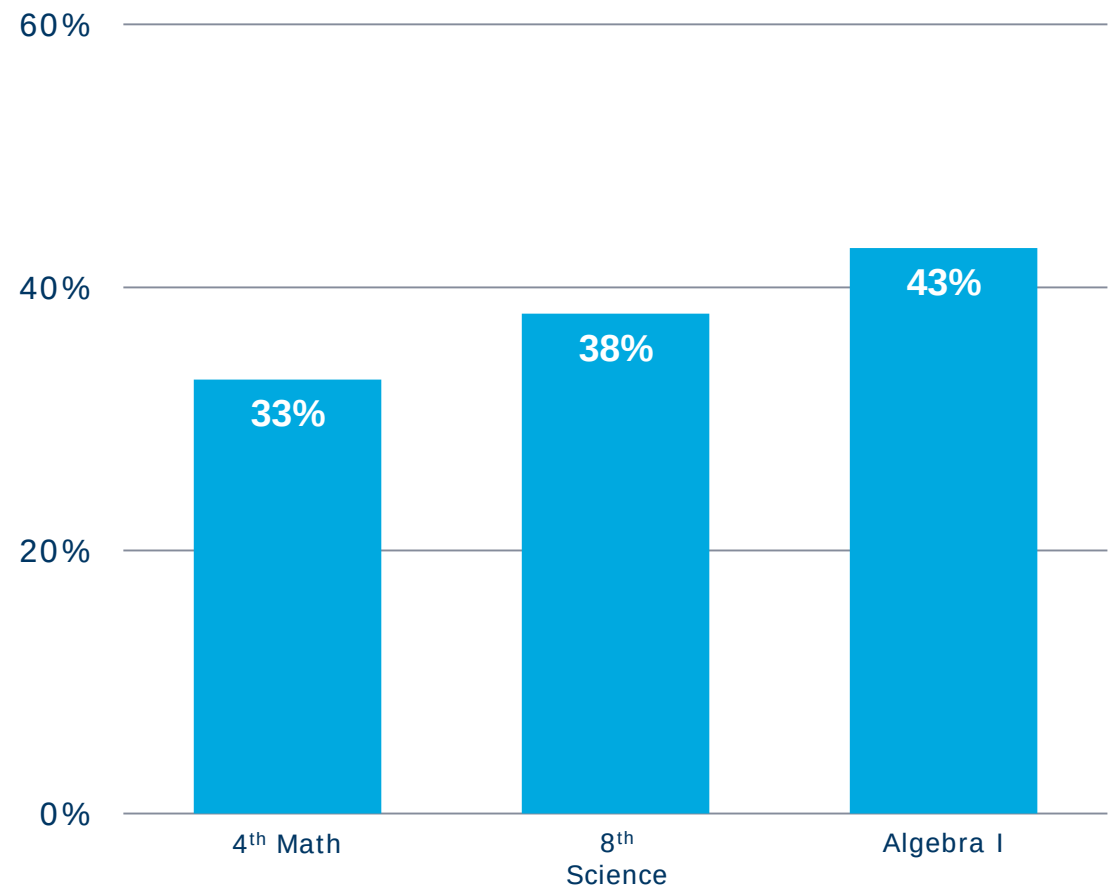
Fewer Than **50%** of Students Are on a Postsecondary Ready Pace in Algebra I

Middle Grades



~ # of Students Not Proficient	244,000	223,000	226,000

Subsequent academic achievement in math and science never materially exceeds that seen in early grades math, with over **200,000** students annually failing to meet postsecondary pace proficiency levels (63% of questions answered correctly)

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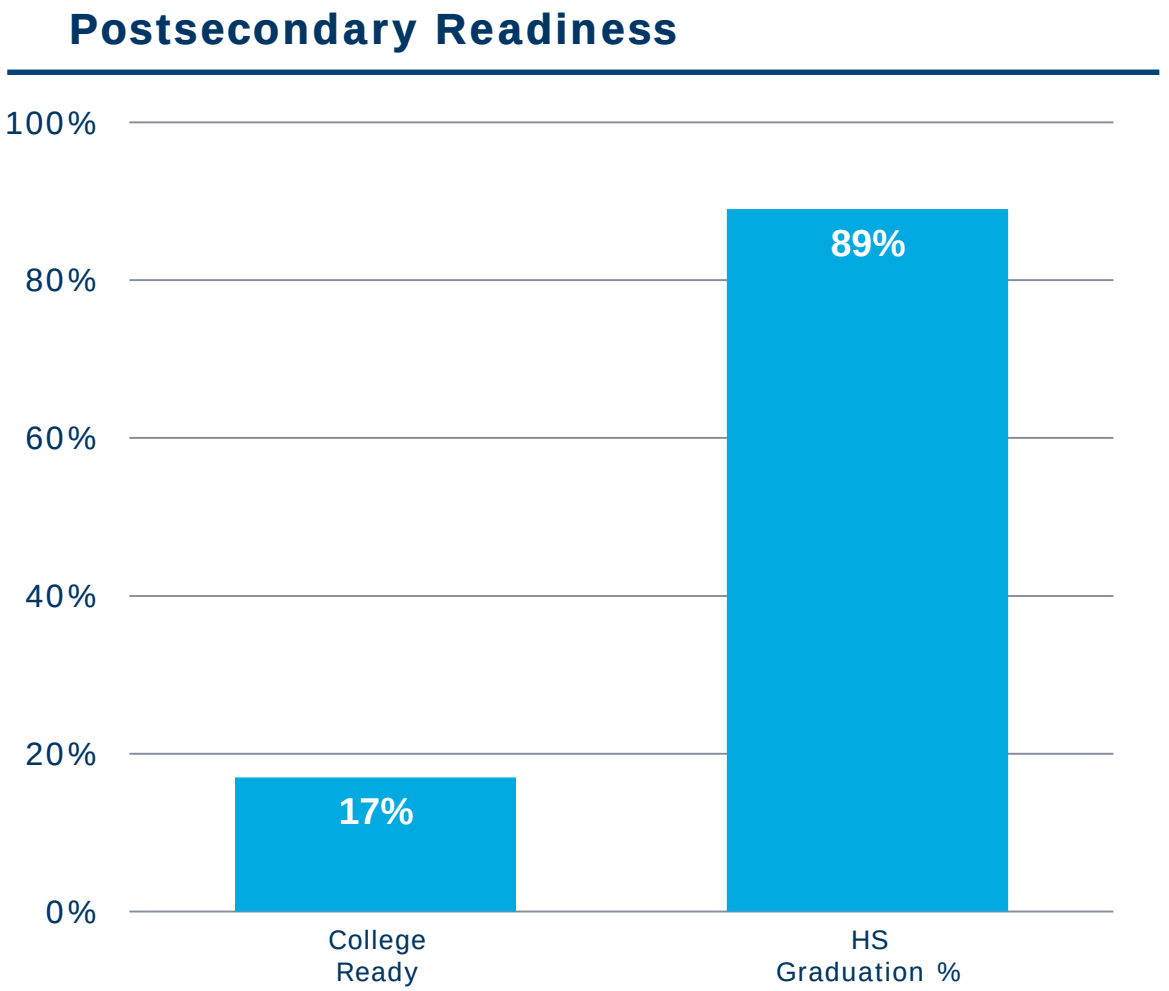
TX is Near the Top of U.S. in High School Graduation Rates—Nearly **90%** Do So—But Are Our Graduates Ready?



Just **17%** of Texas public high school students graduating annually now achieve a college ready SAT or ACT score, based on TX state criterion, with over **250,000** students annually inadequately prepared for their postsecondary education…often requiring subsequent remediation which the student must pay for but receives no college credit for doing so

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And We Will Need To Alleviate the Negative Effects of Child Poverty, With **4 TX Cities in the Top 20**

Child poverty rates among 25 largest cities:

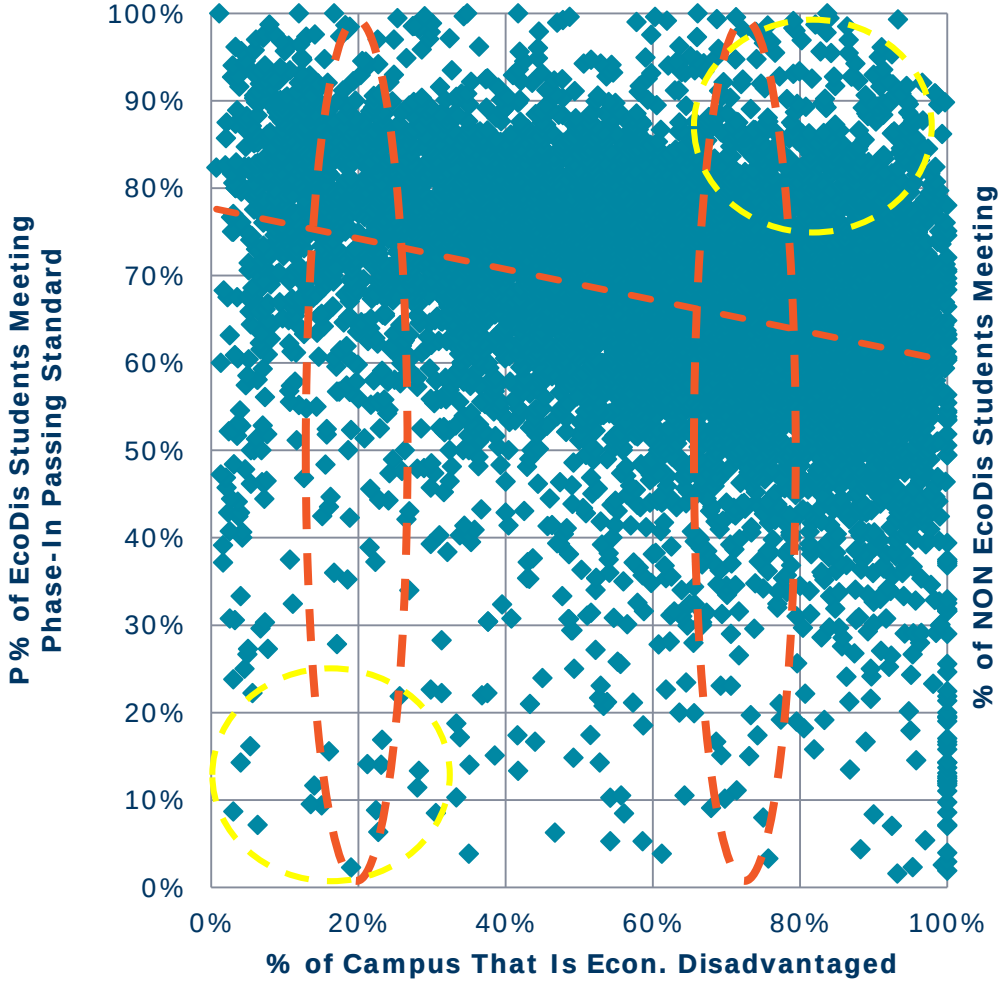
City	Percent
1. Cleveland	58%
2. Detroit	57%
3. Memphis	47%
4. Milwaukee	42%
5. Fresno	41%
6. Atlanta	38%
6. Dallas	**38%**
8. Miami	37%
8. Philadelphia	37%
10. Houston	**35%**
10. Tucson	35%
12. Nashville	34%
12. Phoenix	34%
14. Baltimore	33%
14. Boston	33%
14. Chicago	33%
14. Indianapolis	33%
14. Los Angeles	33%
19. Minneapolis	32%
20. Columbus	31%
20. El Paso	**31%**
20. San Antonio	**31%**
23. New York City	30%
23. Tulsa	30%
25. Long Beach	29%

Poverty is growing significantly and becoming more concentrated; Dallas, Houston, San Antonio and El Paso currently place **6th, 10th, 20th and 20th among the 50 largest U.S. cities in child poverty** rankings, with continued weak postsecondary outcomes likely to only exacerbate problem

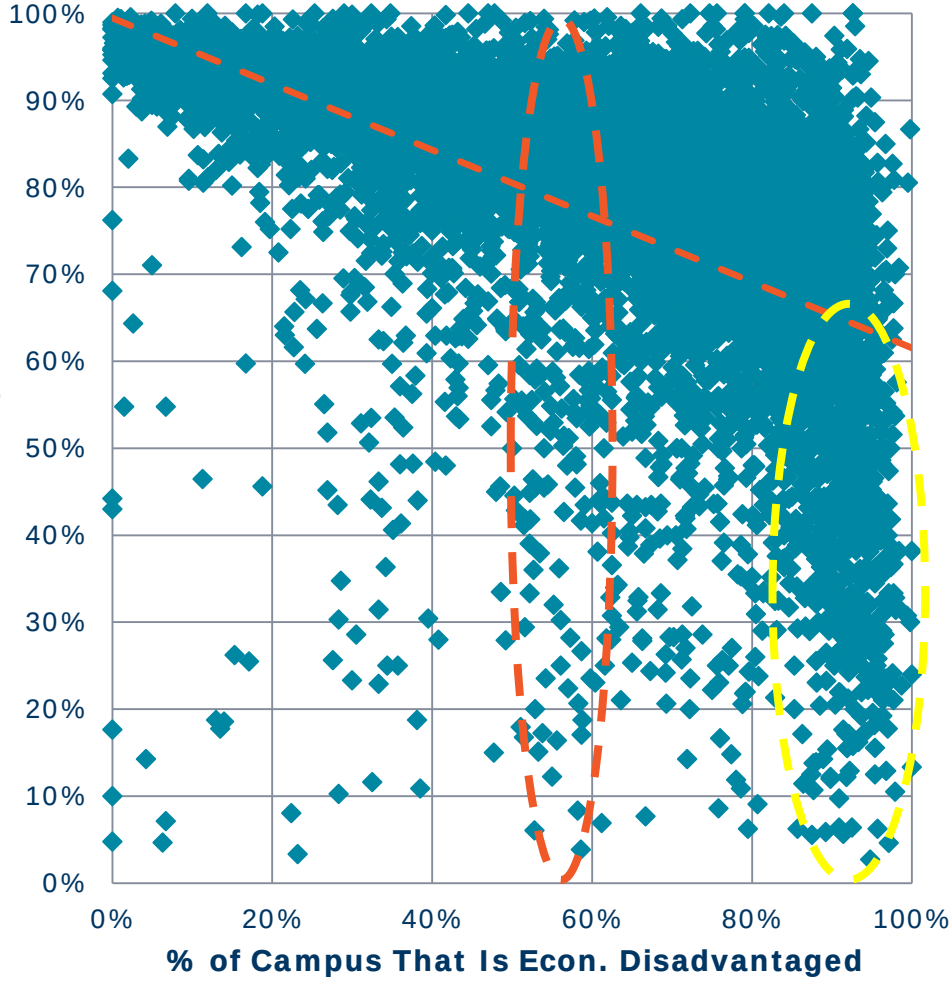
Source: To fill in

Poverty is NOT Destiny: Wide Spreads in STAAR Achievement at **MINIMUM Std**. Regardless of Student's Economic Disadvantaged Status or Campus Poverty % *(But Concentrated Poverty is Disadvantageous For ALL Students)*

Student Achievement (Min. Passing Std.) for Economically Disadvantaged Students Across All Campuses in Texas



Student Achievement (Min. Passing Std.) for NON Econ. Disadvantaged Students Across All Campuses in Texas



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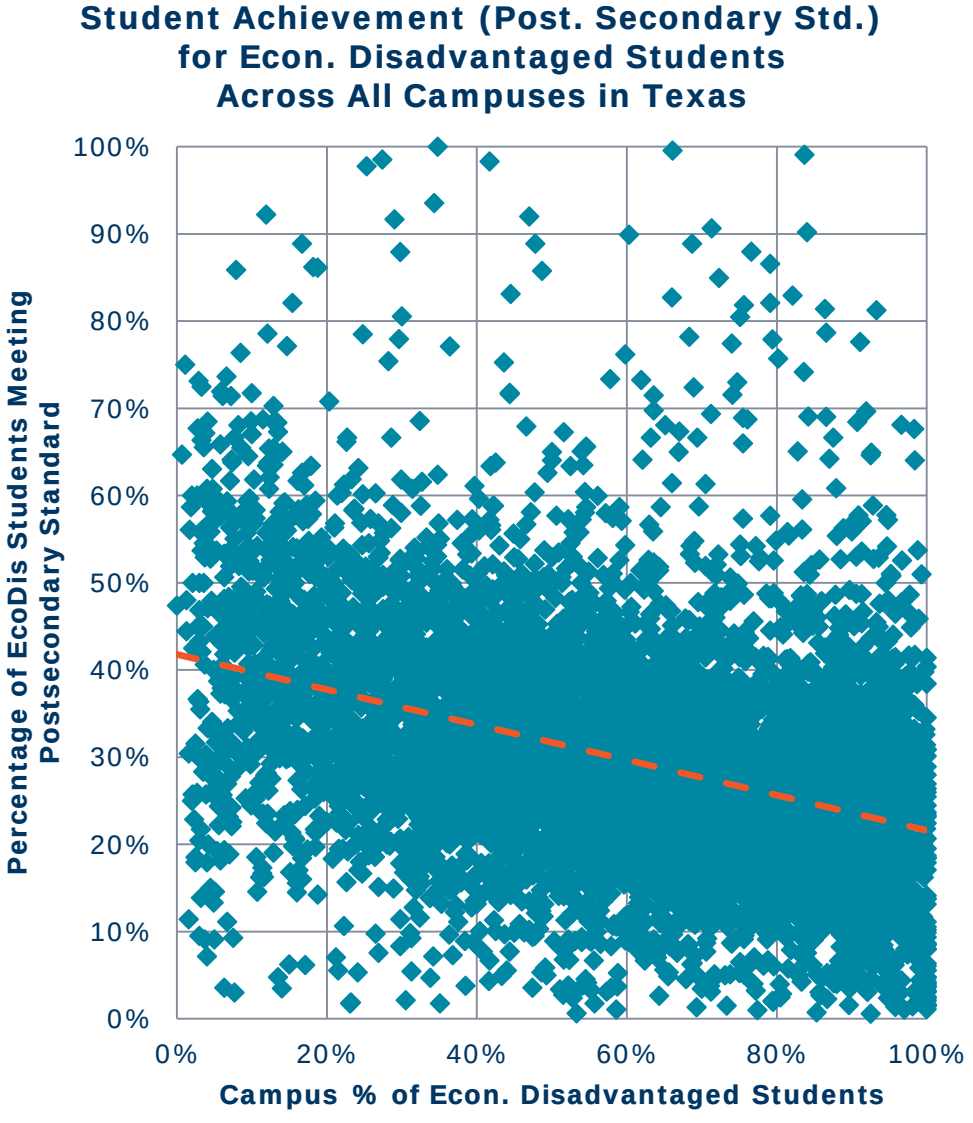
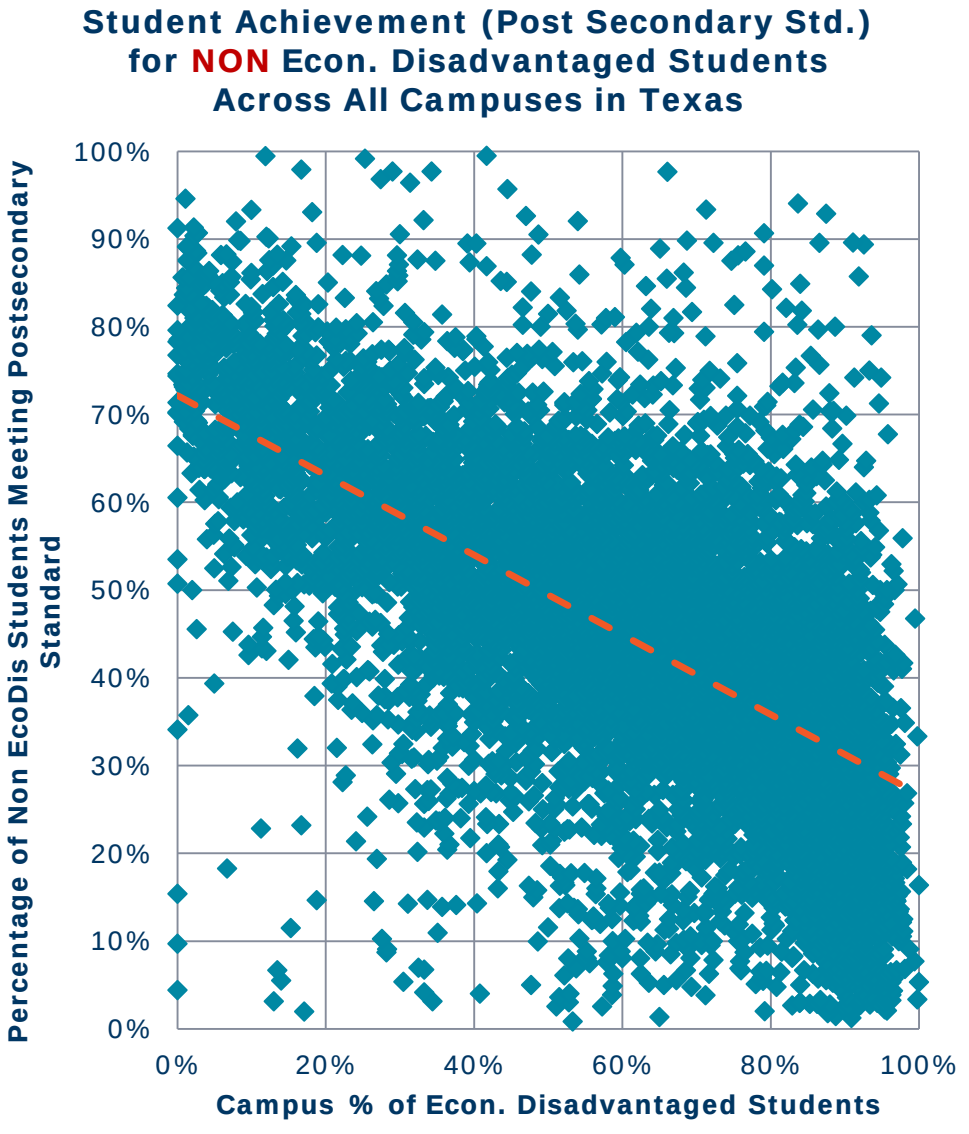
Source: 2015 TEA STAAR data at minimum passing standard

Poverty is NOT Destiny: Wide Spreads in Achievement at **POST SECONDARY Std.** Regardless of Student's Economic Disadvantaged Status or Campus Poverty %

(But Concentrated Poverty is Disadvantageous For ALL Students)





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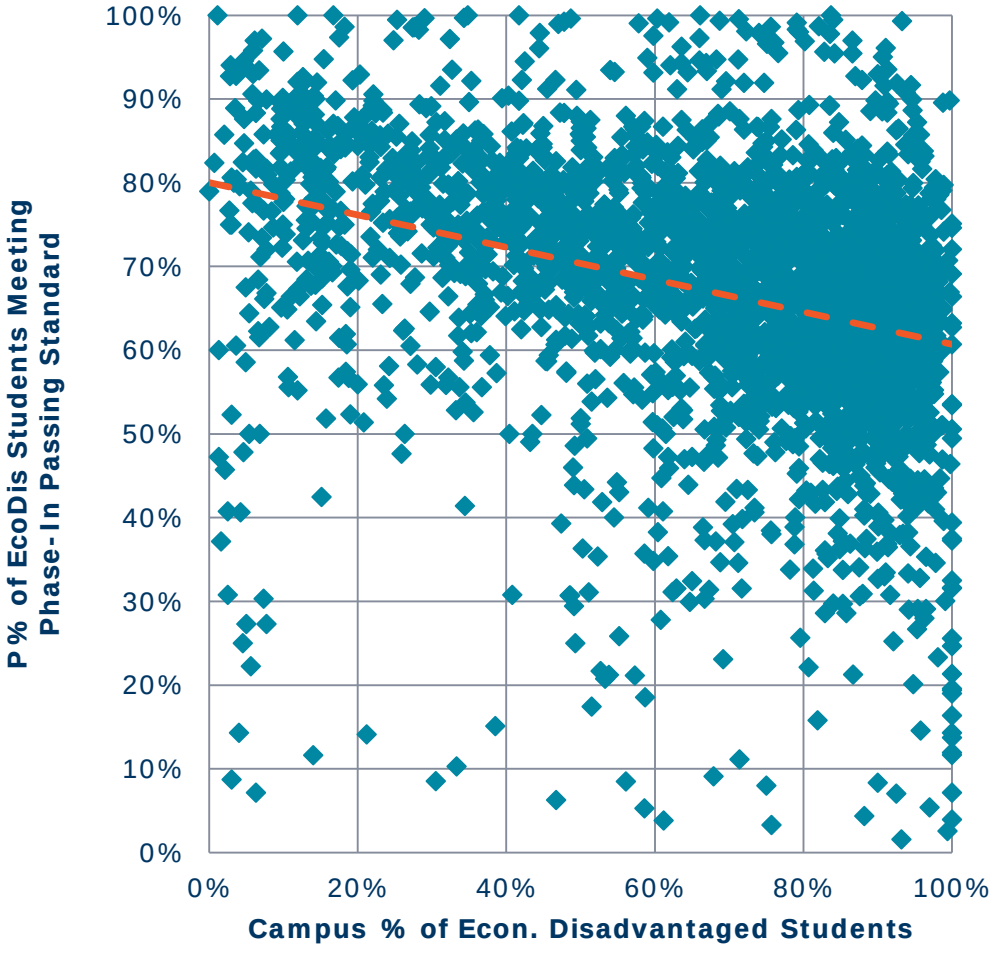
Source: 2015 TEA STAAR data at post secondary Final Level 2 standard

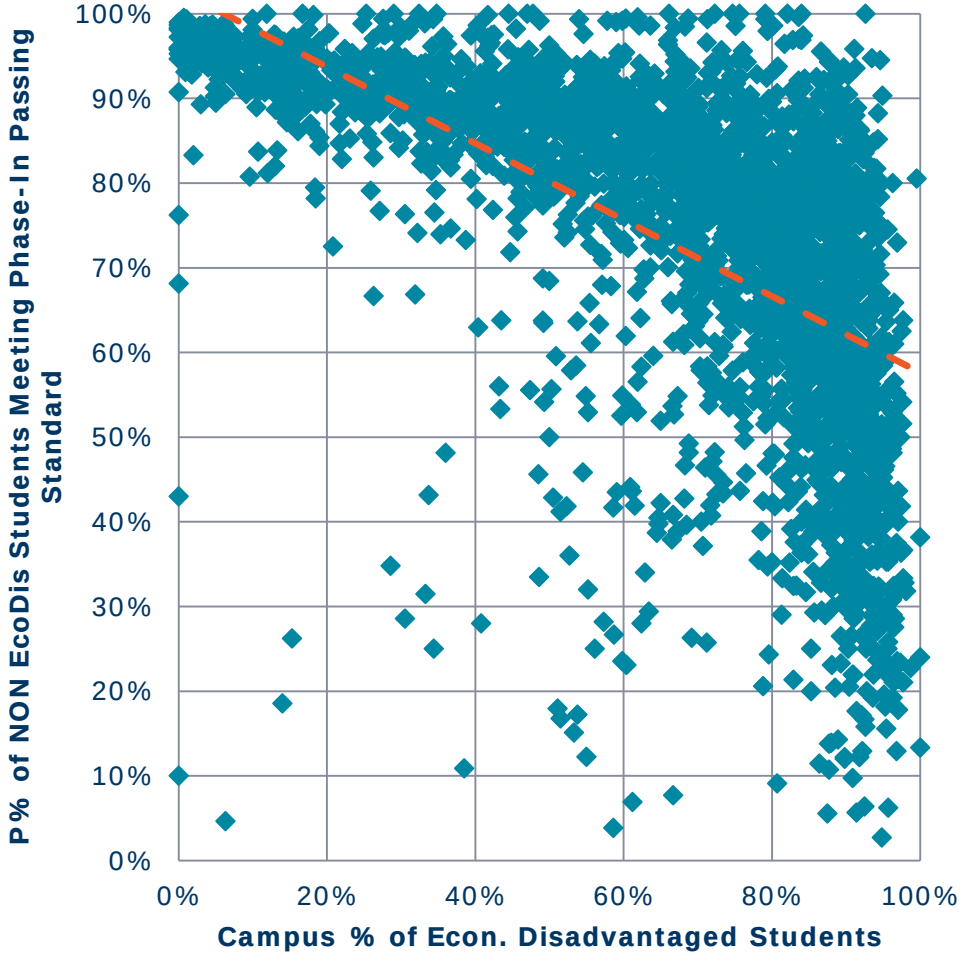
Poverty is NOT Destiny: Wide Spreads in **URBAN** Achievement at **MINIMUM Std.** Regardless of Student's Economic Disadvantaged Status or Campus Poverty %

(But Concentrated Poverty is Disadvantageous For ALL Students)

Student Achievement (Min. Passing Std.) for Economically Disadvantaged Students Across Urban Campuses in Texas

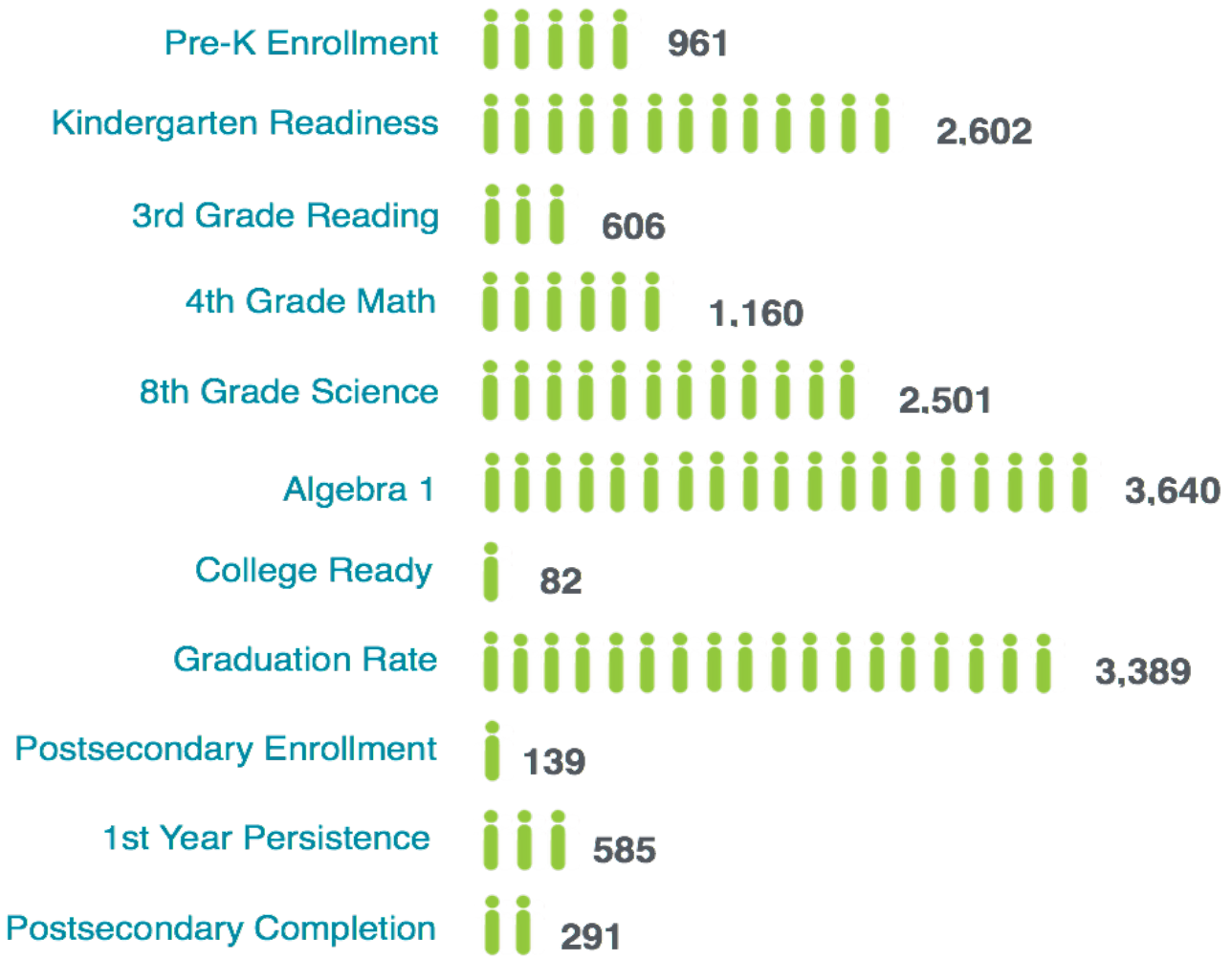


Student Achievement (Min. Passing Std.) for NON Economically Disadvantaged Students Across Urban Campuses in Texas



commit! Source: 2015 TEA STAAR data at minimum passing standard, Urban defined as Dallas, Harris, Tarrant, Travis, Bexar and El Paso County

Since 2011-12 Inception, 16,300 More Students are Achieving Key Benchmarks in Dallas County



+16,300

more students are achieving key benchmarks since we started in 2011-2012

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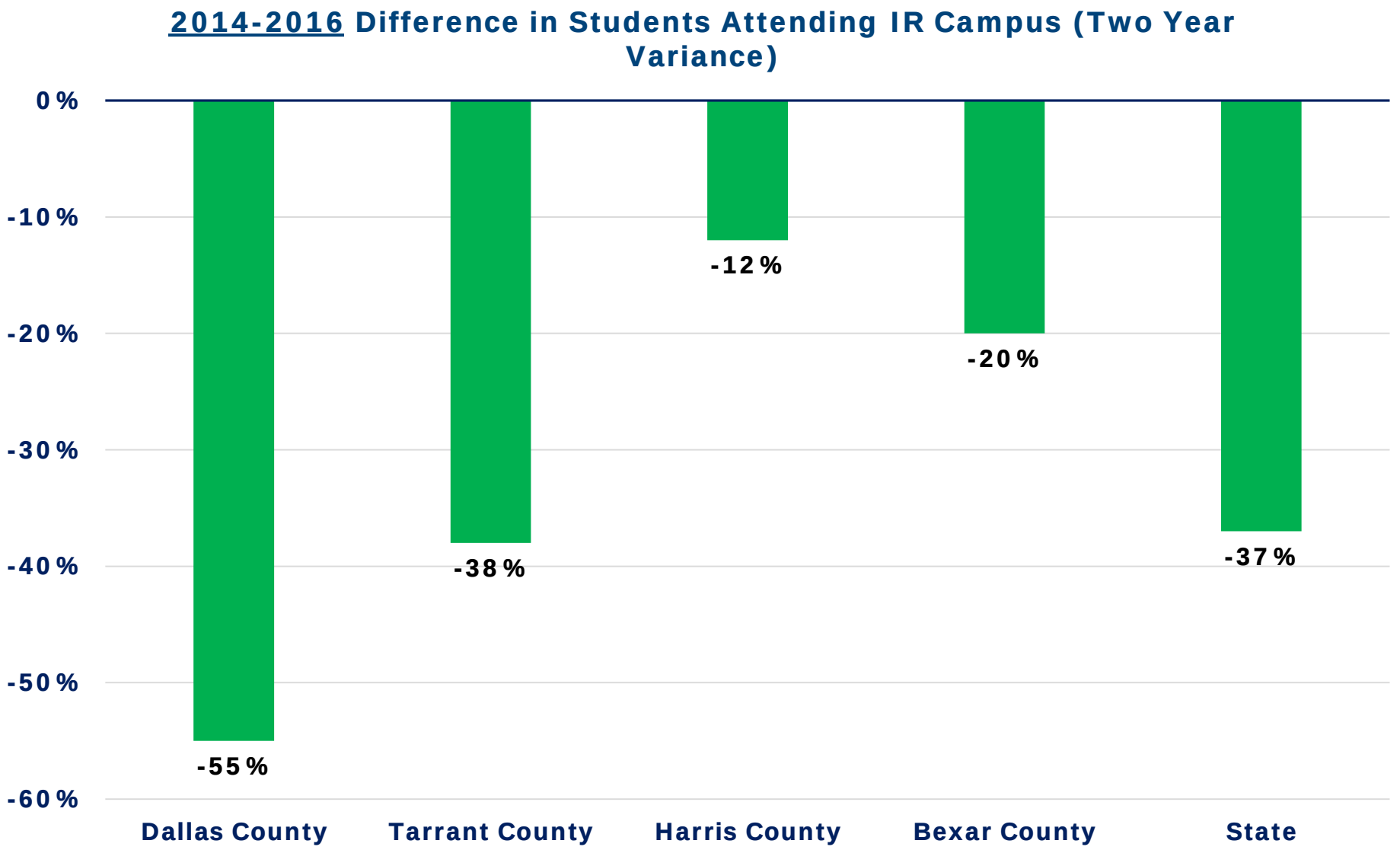
Progress in Reducing No. of Bottom 5% Schools
Dallas County Has Led the Way Over the Last 2 Years



Source: Texas Education Agency State Accountability Ratings. Enrollment based on 2014-2015.

Dallas ISD Has Led the State's Six Major Urban Districts in Reducing the Number of Students Attending an IR Campus, Cutting Their IR Enrollment by 47% in Two Years

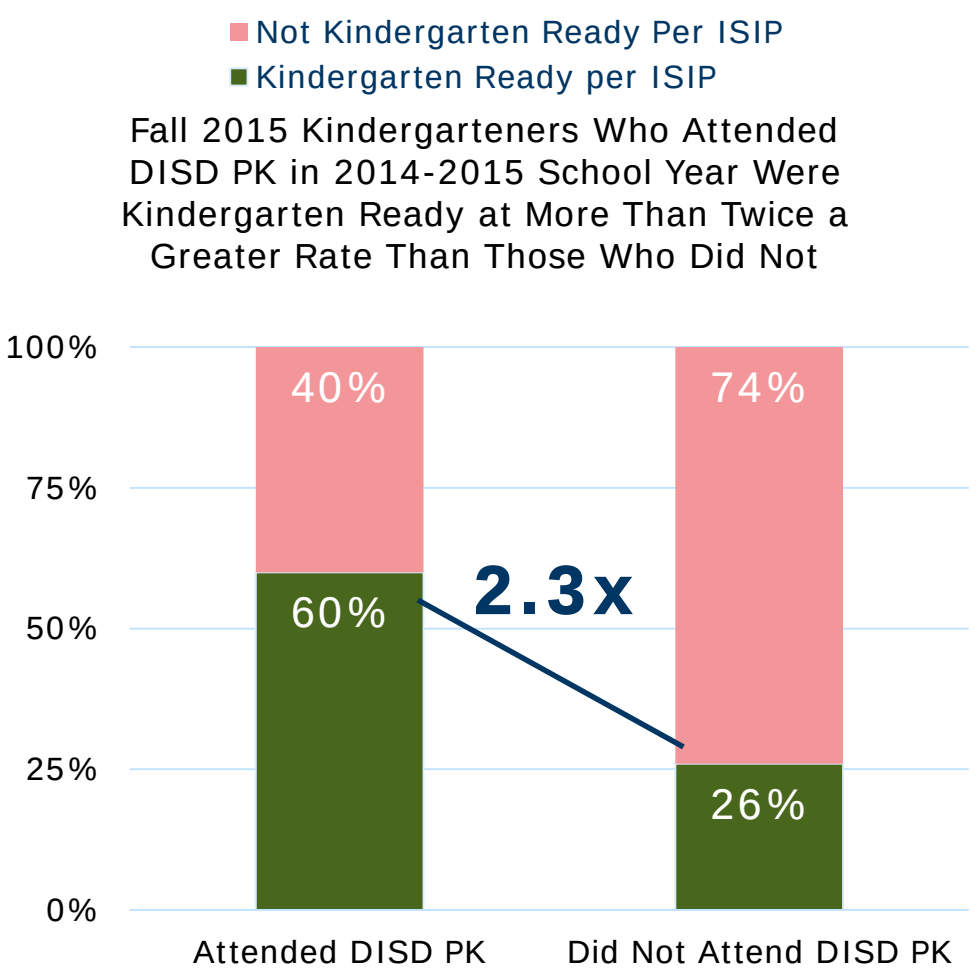
In 2014 Both Dallas ISD and Houston ISD Had 43 IR Campuses…
Dallas ISD Has Since Cut Its Number of IR Campuses and Corresponding Students in HALF

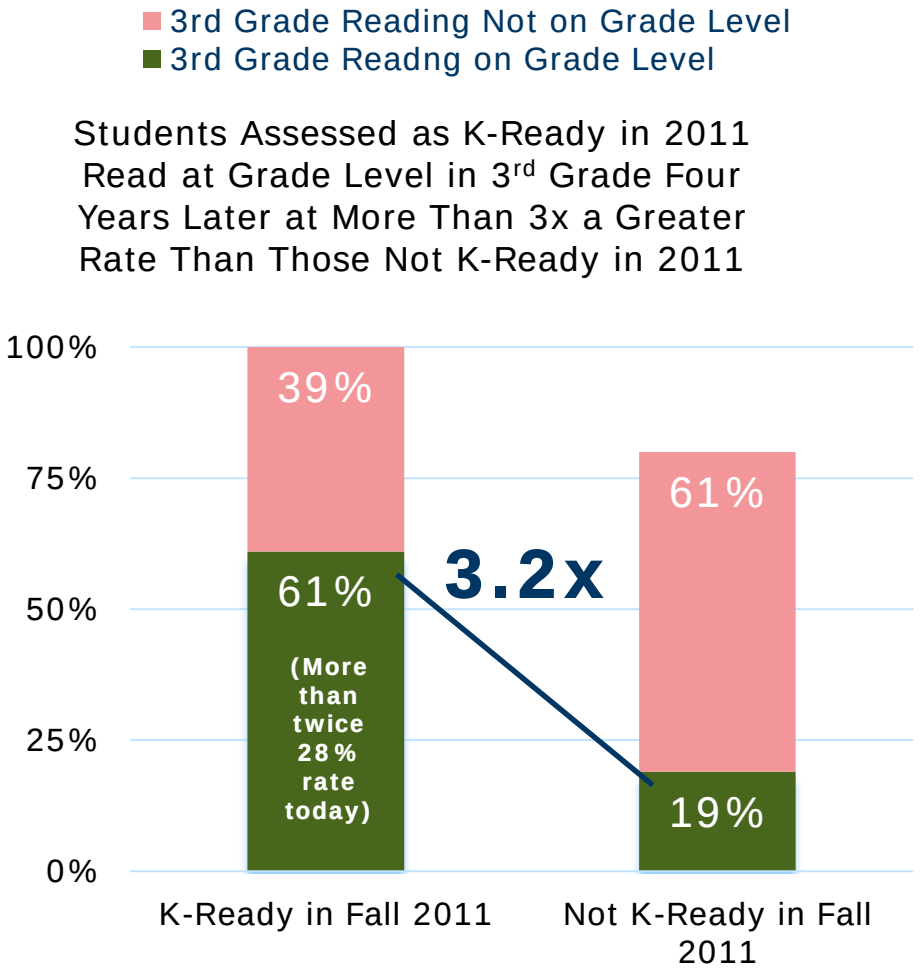
Metro Urban ISDs	School Year Ending May 2014		School Year Ending May 2016		2014-2016 Difference (Two Years)		
	# IR Camp.	# Students	# IR Camp	# Students	# IR Camp	# Students	% Students
Dallas ISD	43	30,396	22	16,187	**-21**	**-14,209**	**-47%**
Houston ISD	43	30,657	40	32,820	**-3**	**2,163**	**7%**
Fort Worth ISD	24	15,247	22	13,717	**-2**	**-1,530**	**-10%**
S. Antonio ISD	17	12,333	20	11,341	**3**	**-992**	**-8%**
Austin ISD	8	4,465	8	4,590	**0**	**125**	**3%**
El Paso ISD	1	41	2	1,536	**1**	**1,495**	**3646%**
Total	**136**	**93,139**	**114**	**80,191**	**-22**	**-12,948**	**-14%**

Source: Texas Education Agency State Accountability Ratings. Enrollment based on 2014-2015.

Expanding Access to Quality Early Childhood to Create Solid Foundation
100% Kinder Readiness Could More Than Double 3rd Grade Literacy Rate

District wants to serve incremental ~15,000 low income/ELL 3 and 4 year olds both directly and in partnership with quality private providers





Source: Dallas ISD English reading assessments for Fall 2011/Fall 2015 in measuring K readiness using 184 cut score (40th percentile). STAAR test from Texas Academic Performance Reports from TEA used in Spring 2015 to measure 3rd grade reading at standard equivalent to being on grade level for college ready pace

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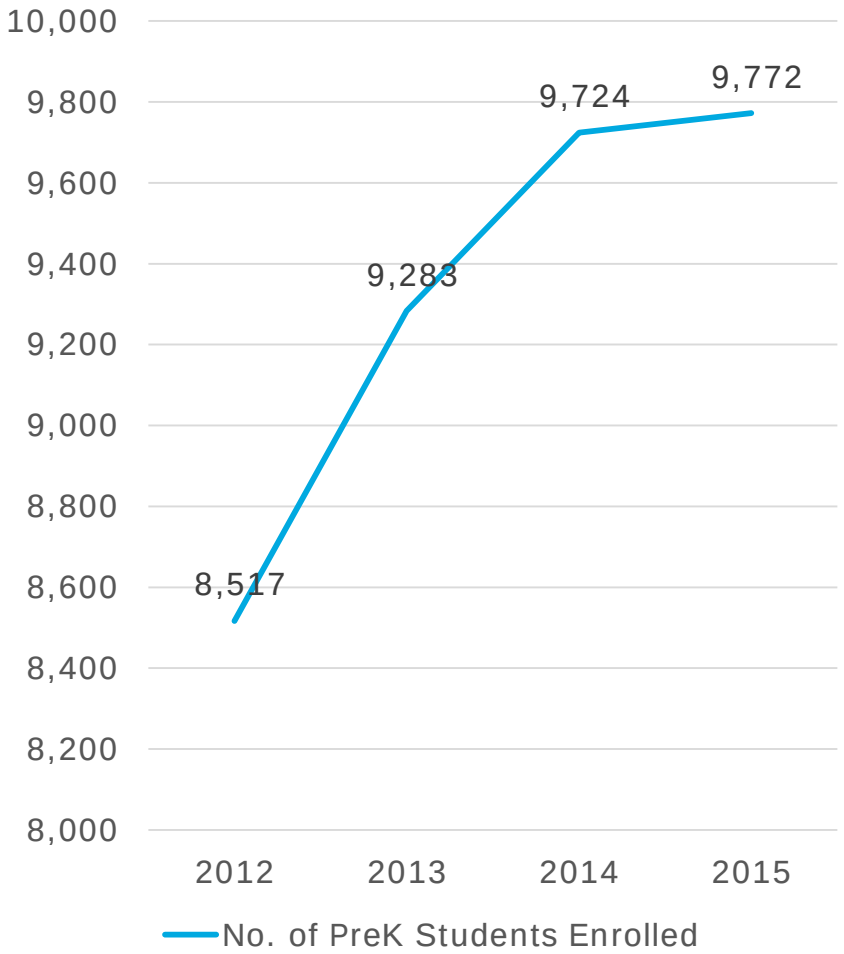
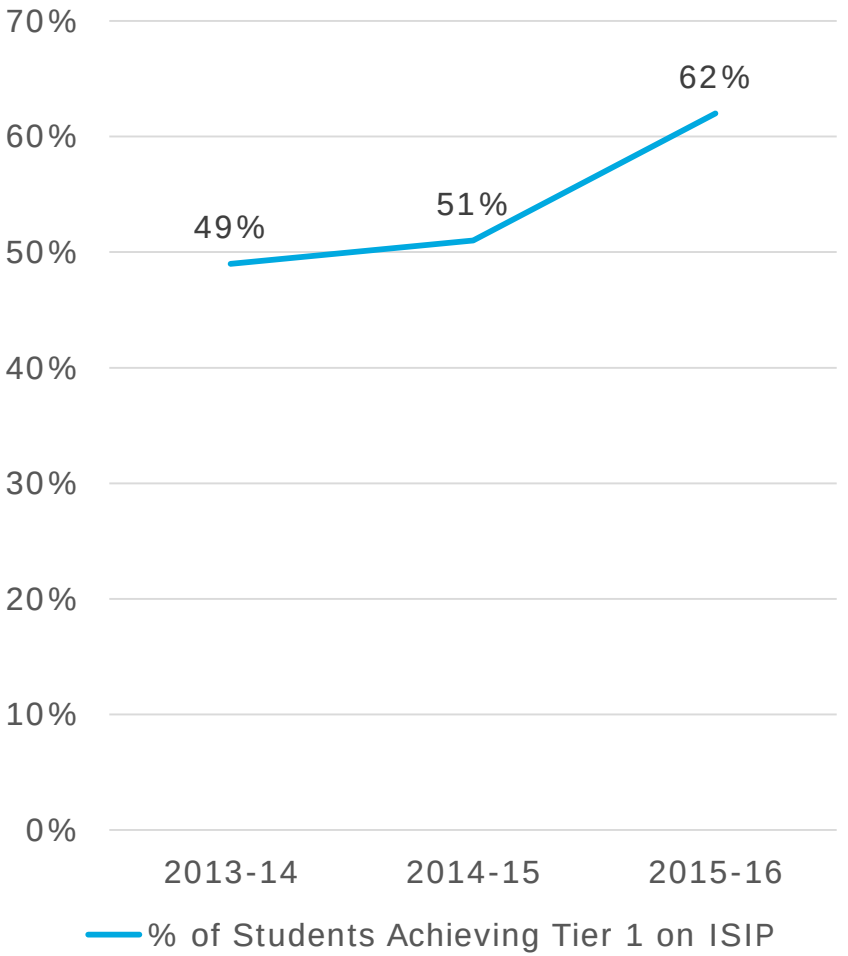
Progress in Growing Pre-K Enrollment and K Readiness
DISD Board Has Mandated Serving All 3's and 4's by 2025

Growing Number of Eligible Four-Year Olds Enrolling in Pre-K….



…Translating to Increased Levels of Kindergarten Readiness



Pre-K Source: Texas Academic Performance Reporting system, 2012-2015. To calculate % of eligible children enrolled in Pre-K, actual Pre-K students are calculated as a percentage of estimated Pre-K need. Pre-K need is determined by using the free or reduced lunch 1st grade population to determine the number of 4-year olds in need of Pre-K.

KR Source: Dallas ISD. The percent of students deemed Kindergarten Ready based on the early literacy Istation assessment administered at the beginning of the year in Kindergarten. The values presented are based on criterion data, not normed tier data.

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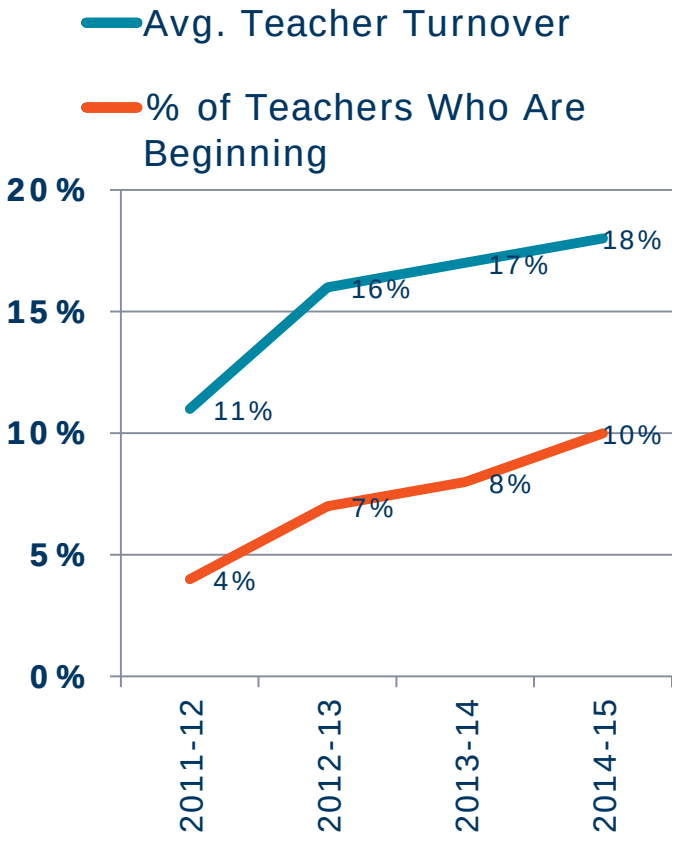
Across DFW, Both Teacher Turnover and % of Teaching Force That is Composed of Beginning Teachers Has Been Steadily Growing Since 2010-11



Avg. Teacher Turnover %

District	2012	2013	2014	2015
Cedar Hill	24	26	27	32
DeSoto	10	19	26	25
Duncanville	9	19	18	22
Fort Worth ISD	9	19	18	22
Dallas ISD	12	18	22	21
Irving ISD	13	21	21	21
Richardson	12	18	17	19
Grand Prairie	13	18	17	19
Carrollton FB	12	16	16	17
Coppell	9	16	17	16
Garland	9	12	14	15
Highland Park	13	16	12	15
HEB	9	12	11	14
Mesquite	10	12	14	14
Mansfield	7	11	12	12
Plano ISD	11	11	13	12
Arlington ISD	10	11	12	11
Keller ISD	12	12	10	11
Average	**11**	**16**	**17**	**18**

% Beginning Teachers

District	2012	2013	2014	2015
Richardson	5	7	10	8
Dallas ISD	5	9	13	14
DeSoto	5	9	13	14
Cedar Hill	5	10	8	13
Mansfield	2	4	3	11
Duncanville	5	9	14	11
Fort Worth ISD	5	9	14	11
Grand Prairie	5	6	12	10
Keller ISD	2	5	4	9
Irving ISD	4	11	11	9
Carrollton FB	5	9	8	8
Coppell	2	5	7	7
Mesquite	6	7	7	7
Arlington ISD	5	9	8	7
Plano ISD	14	4	4	5
HEB	3	4	3	5
Garland ISD	3	5	5	5
Highland Park	3	3	2	2
Average	**4**	**7**	**8**	**10**

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Source: Texas Academic Performance Report and AEIS Report

Across Texas, Both Teacher Turnover and % of Teaching Force Who are Beginning Has Been Steadily Growing Since 2010-11

Avg. Teacher Turnover %

Reg.	2012	2013	2014	2015
1	9%	11%	11%	11%
2	14%	17%	18%	18%
3	14%	19%	19%	20%
4	14%	16%	17%	18%
5	12%	15%	16%	18%
6	13%	17%	18%	19%
7	14%	17%	19%	19%
8	14%	14%	16%	18%
9	13%	15%	16%	17%
10	12%	16%	18%	19%
11	12%	14%	15%	15%
12	15%	19%	19%	20%
13	13%	16%	16%	17%
14	18%	18%	18%	19%
15	14%	18%	16%	18%
16	11%	15%	15%	16%
17	14%	16%	18%	19%
18	16%	22%	20%	21%
19	8%	10%	10%	9%
20	12%	15%	16%	16%
Avg.	13%	15%	16%	17%

% Beginning Teachers

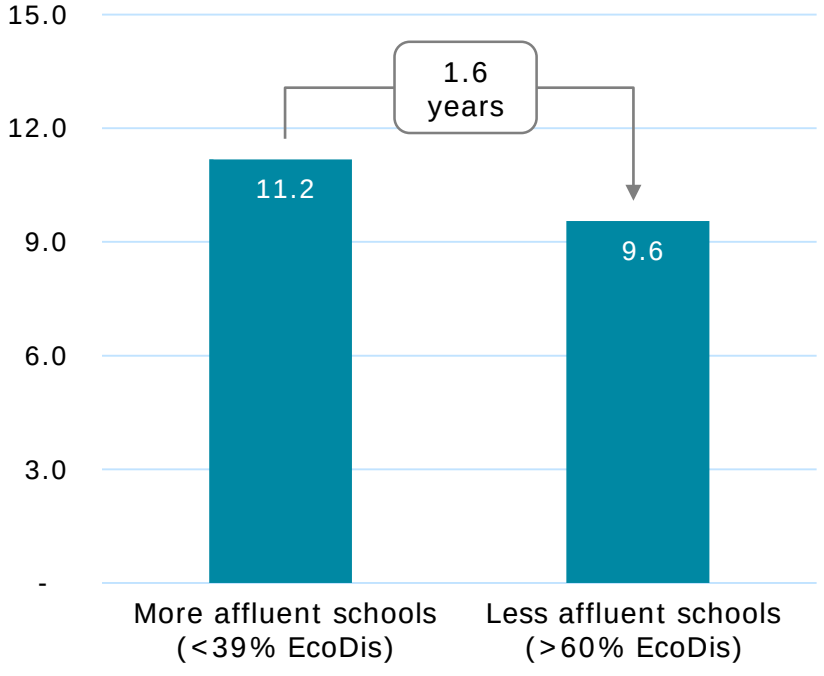
Reg.	2012	2013	2014	2015
1	4%	6%	7%	6%
2	4%	8%	8%	9%
3	4%	7%	8%	8%
4	4%	7%	9%	10%
5	4%	6%	7%	8%
6	4%	6%	8%	8%
7	4%	7%	8%	7%
8	4%	5%	5%	5%
9	5%	7%	8%	9%
10	6%	8%	10%	11%
11	4%	6%	7%	7%
12	5%	8%	9%	10%
13	4%	7%	7%	7%
14	5%	7%	9%	7%
15	5%	7%	7%	9%
16	5%	7%	7%	8%
17	6%	7%	9%	8%
18	6%	10%	10%	10%
19	3%	5%	5%	6%
20	5%	7%	10%	8%
Avg.	5%	7%	8%	9%

commit! Source: Texas Academic Performance Report and AEIS Report

Less Affluent Schools In Dallas County Have Less Experienced Teachers (by 1.6 Years) and Almost 2x the Rate of New Teachers

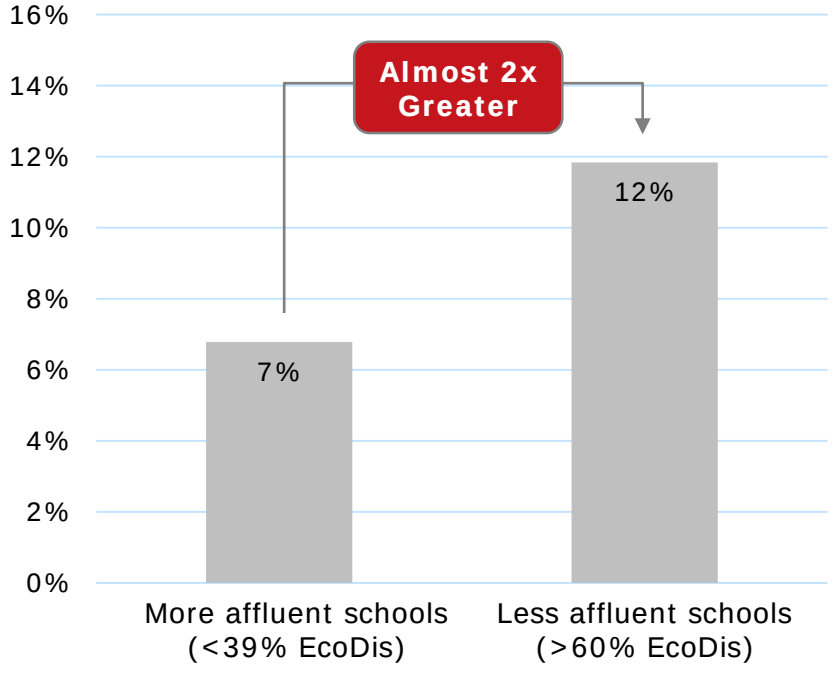
Less affluent schools generally have less experienced teachers

Avg. teacher experience in Dallas County schools, years



New teachers make up a greater share of less affluent schools' teaching staff

New teachers (<1 year experience) as % of teaching staff



	More affluent schools (<39% EcoDis)	Less affluent schools (>60% EcoDis)
School count	59	464
% Dallas Cnty students	10%	76%

Only 10% of Dallas County students attend a school with less than 39% economic disadvantage while 76% attend a school with over 60% economic disadvantage

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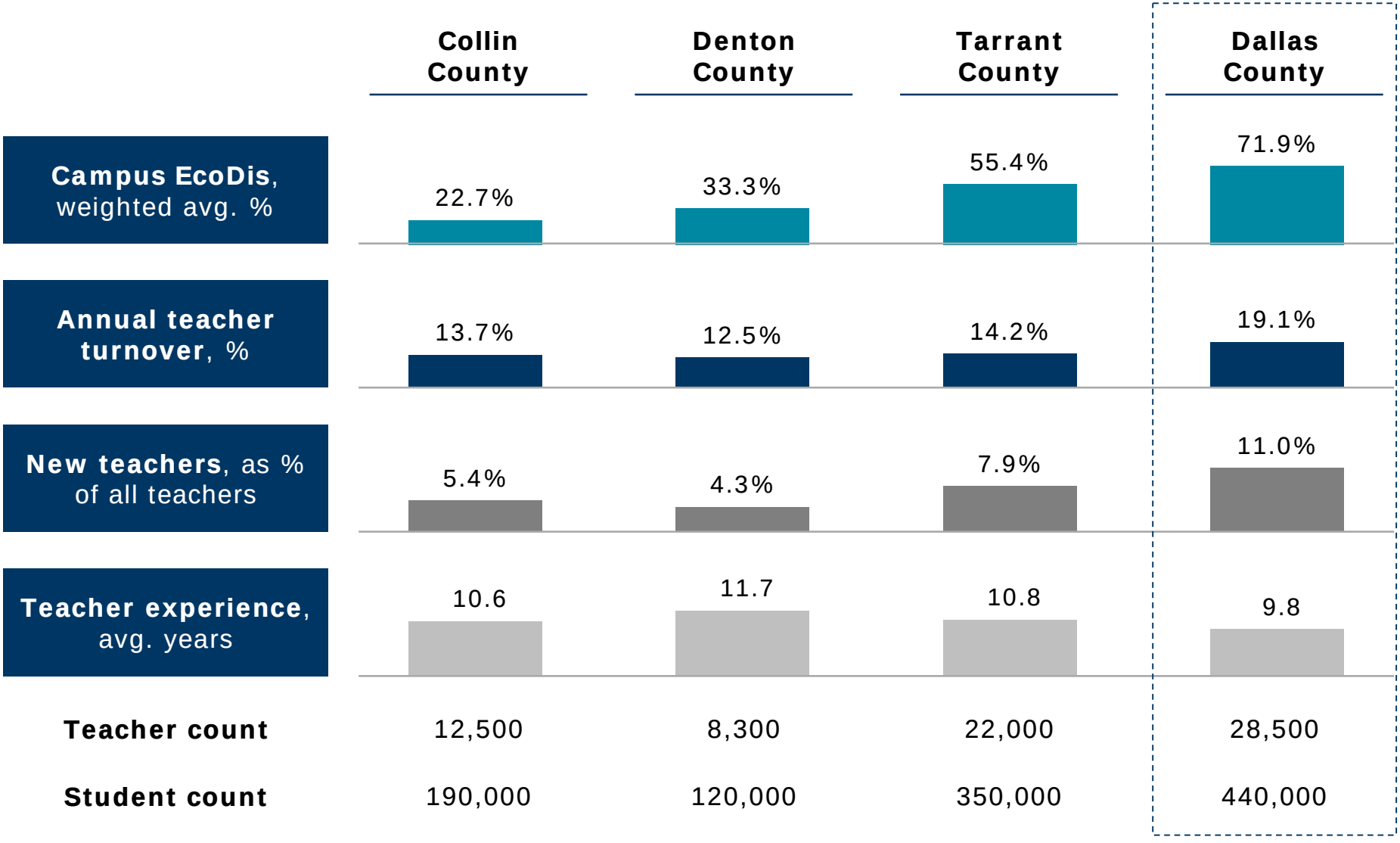
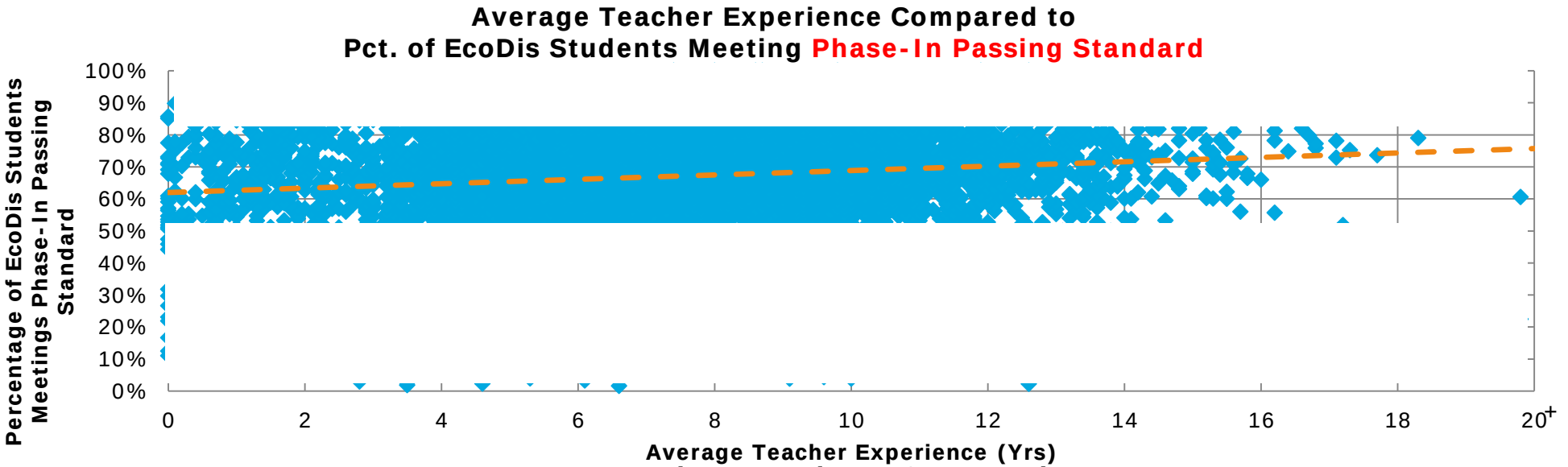
Source: TEA – TAPR 2015 data.
Note: Only Dallas County ISDs are included in calculations. Dallas County charter schools are not included

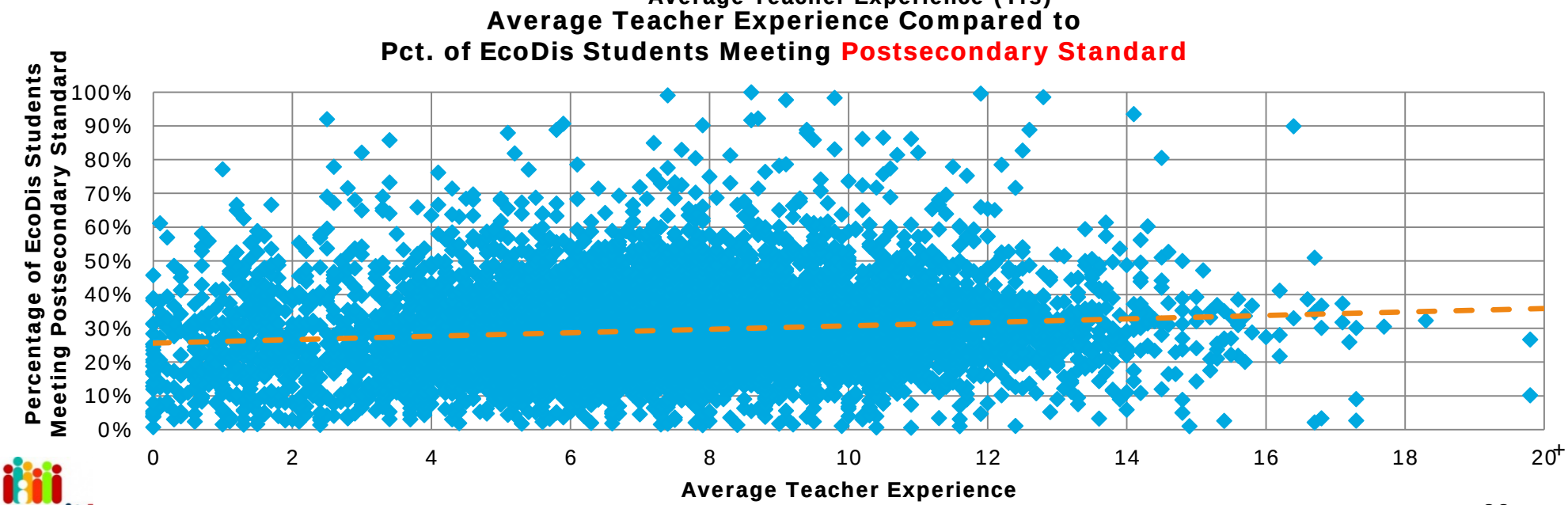
Dallas County's Campus Poverty Rate is **3x Higher** Than Collin County's While its Ratio of New Teachers is **2x Higher**



commit! Source: 2015 TAPR data
Note: Includes data for ISDs only; does not include data for charter schools

Looking Only at Poorer Students, Tremendous Dispersion in Achievement Among Campuses w/ Similar Teacher Experience Levels





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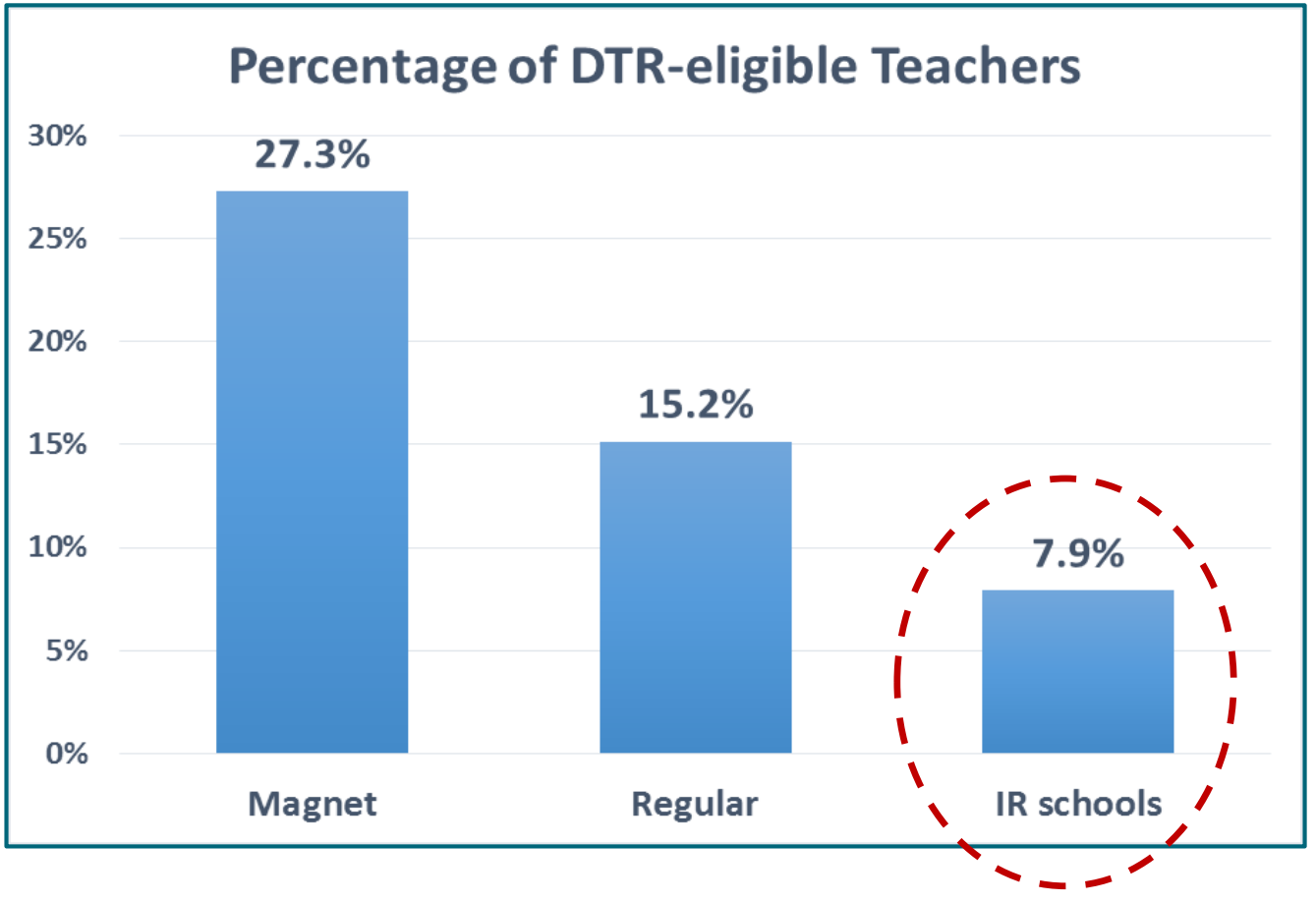
Principal and Teacher Effectiveness is Key in Turning Around Struggling Schools.

Mirroring National Statistics, DISD's Improvement Required Campuses in 2014 Reflected the Smallest Percentage of Distinguished Educators ("DTR")

- **Magnet School Students 3.5x More Likely Than Students Attending IR Campus to Have a Distinguished Educator (Students Attending Met Std. Campuses Were 2x More Likely)**



The students reflecting the MOST need were receiving the lowest percentage of well prepared/effective educators

Source: Dallas ISD breakdown of DTR eligible teachers from 2014-15, Dallas ISD Human Capital

Dallas ISD ACE Program
Pilot of 7 Perpetually Improvement Required Schools

1. Determine most effective educators through multiple principal evaluations, student achievement growth and student survey

2. Provide financial incentives averaging $8k to $10k to better educators to relocate to most challenged schools

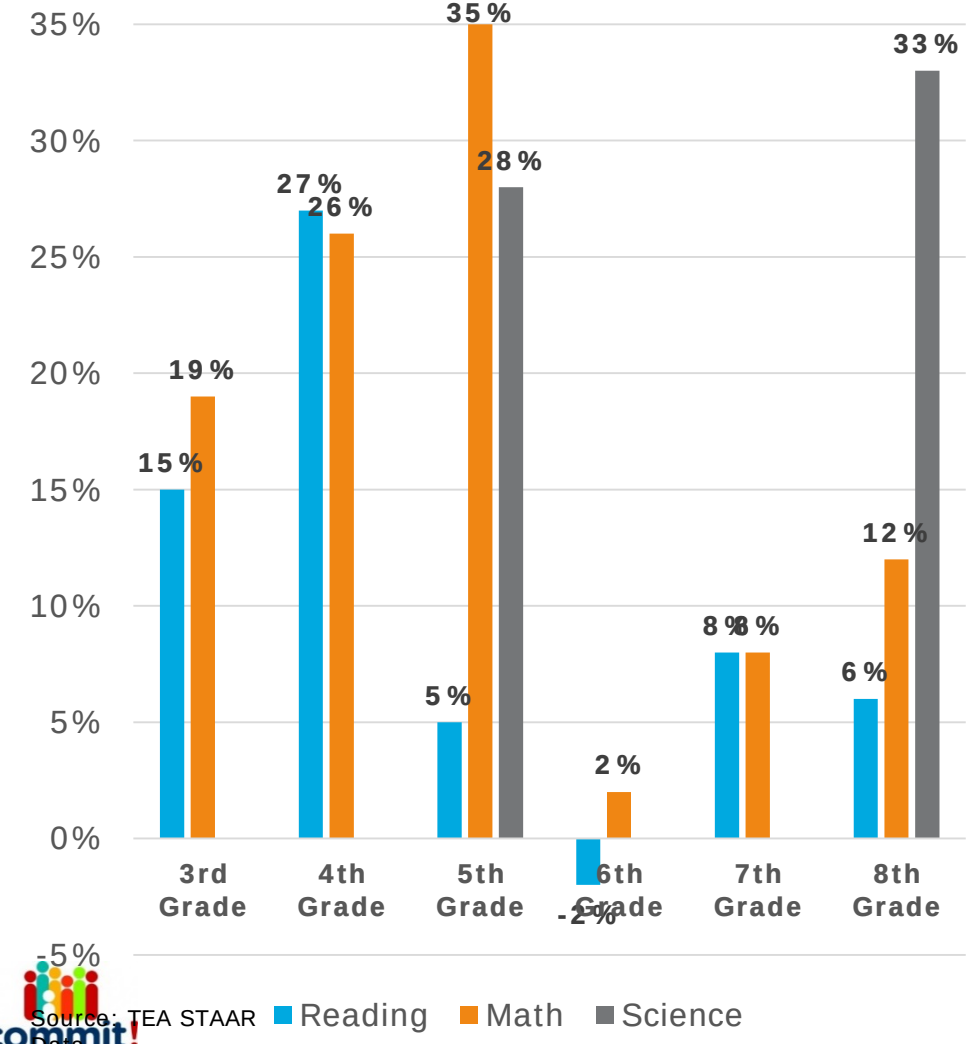
3. Longer school day with enrichment and after school tutoring, led by leader with high expectations

4. Measure data constantly and alter instruction accordingly

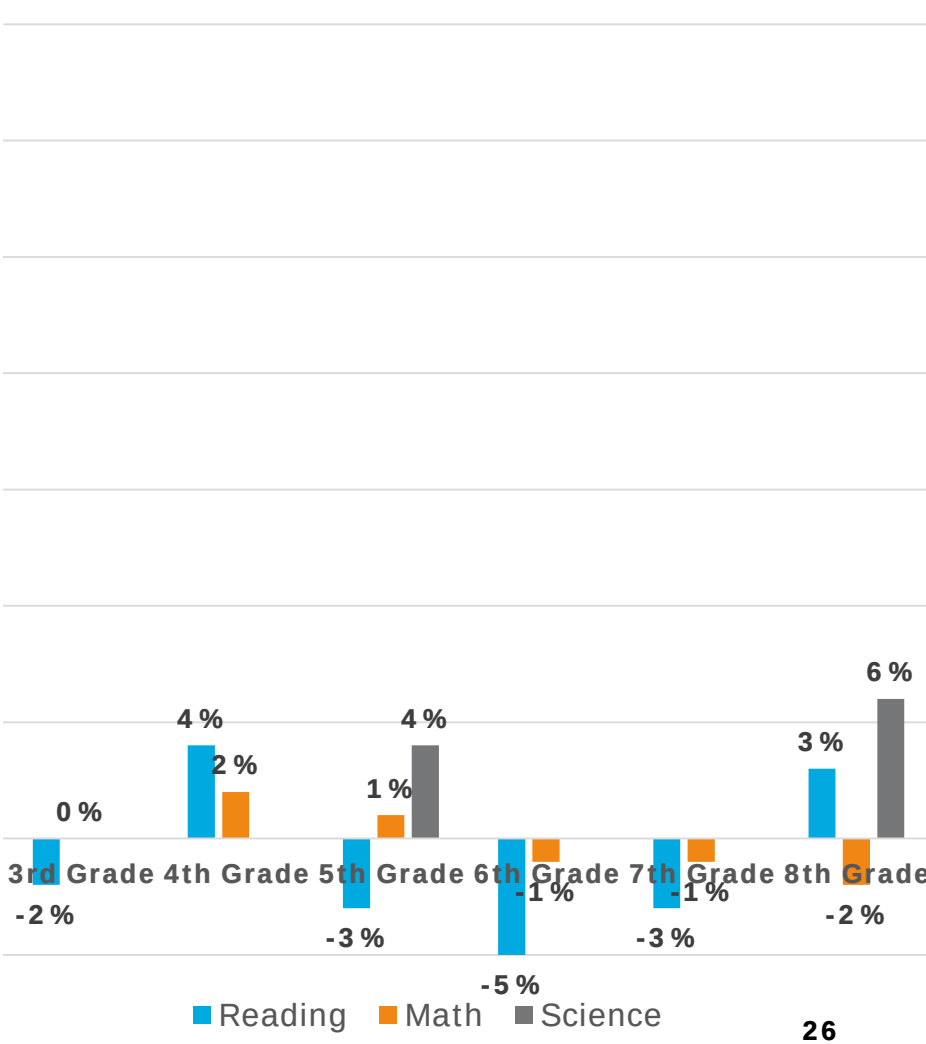
Dallas ISD ACE Program – Equitable Distribution of Effective Teachers

Average Double-Digit Gains for 13 of 14 Subjects Tested, Substantially Outperforming Changes in State Performance

All ACE Students % Gain in Passing STAAR (2015 vs. 2016)



State of Texas % Gain in Passing STAAR (2015 vs. 2016)

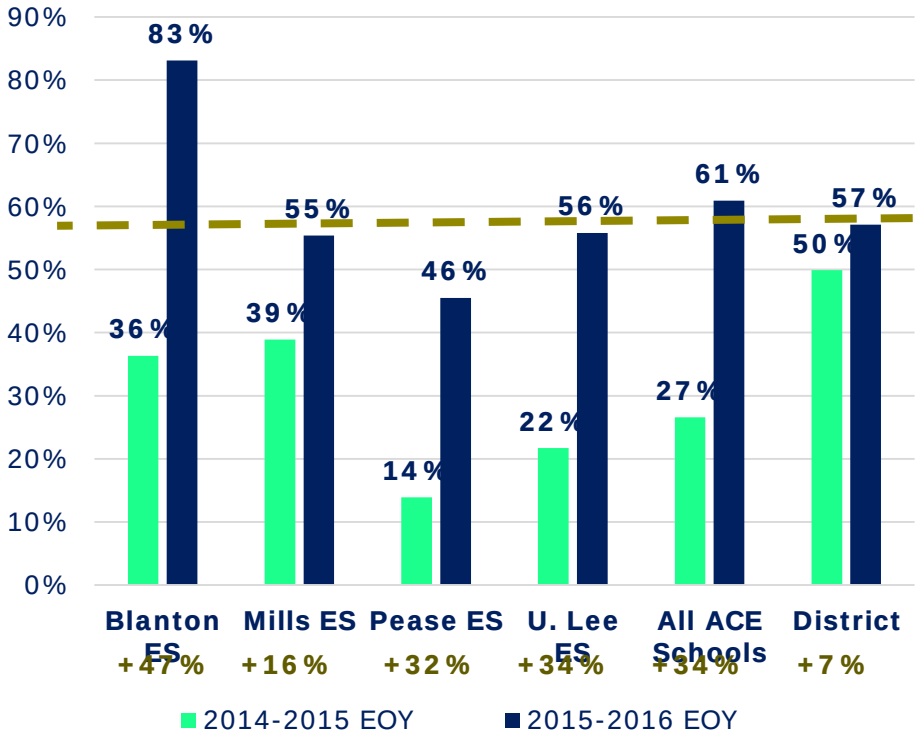


Source: TEA STAAR Data

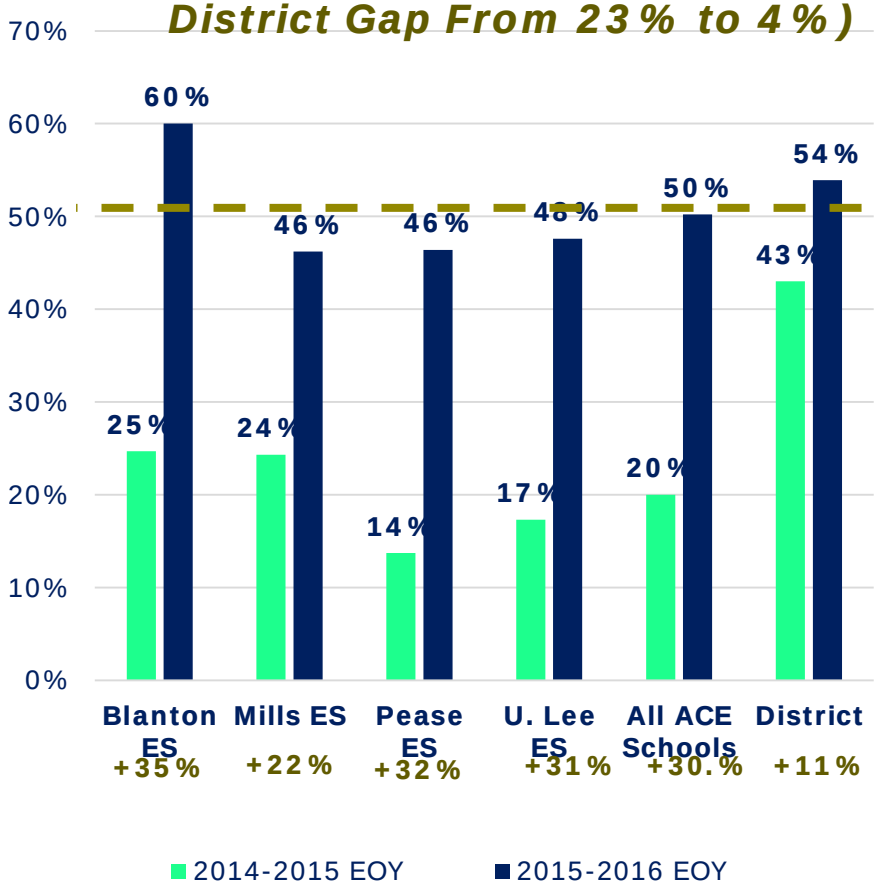
Dallas ISD ACE Program – Equitable Distribution of Effective Teachers

Even More Encouraging, 30%+ More Students in Early Grades Reading on Grade Level per ISIP Results Across All ACE Elementary Schools in Year 1 of ACE Program

1st Grade
34% Gains Across ACE Schools in ISIP Literacy Scores From EOY '15 to EOY '16
(Elim. Gap with District, Now EXCEED by 4%)



2nd Grade
30% Gains Across ACE Schools in ISIP Literacy Scores From EOY '15 to EOY '16 *(Closed District Gap From 23% to 4%)*



Source: Dallas ISD Evaluation and Assessment, 2015-2016 ISIP

Key Fundamental Levers for Change
Two Fundamental Plays We Instead Try to Remediate Around

1. Every child shall arrive at Kindergarten **prepared and ready for school**

2. Every child shall be placed in front of **an effective, well prepared educator**

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Detailed Recommendations

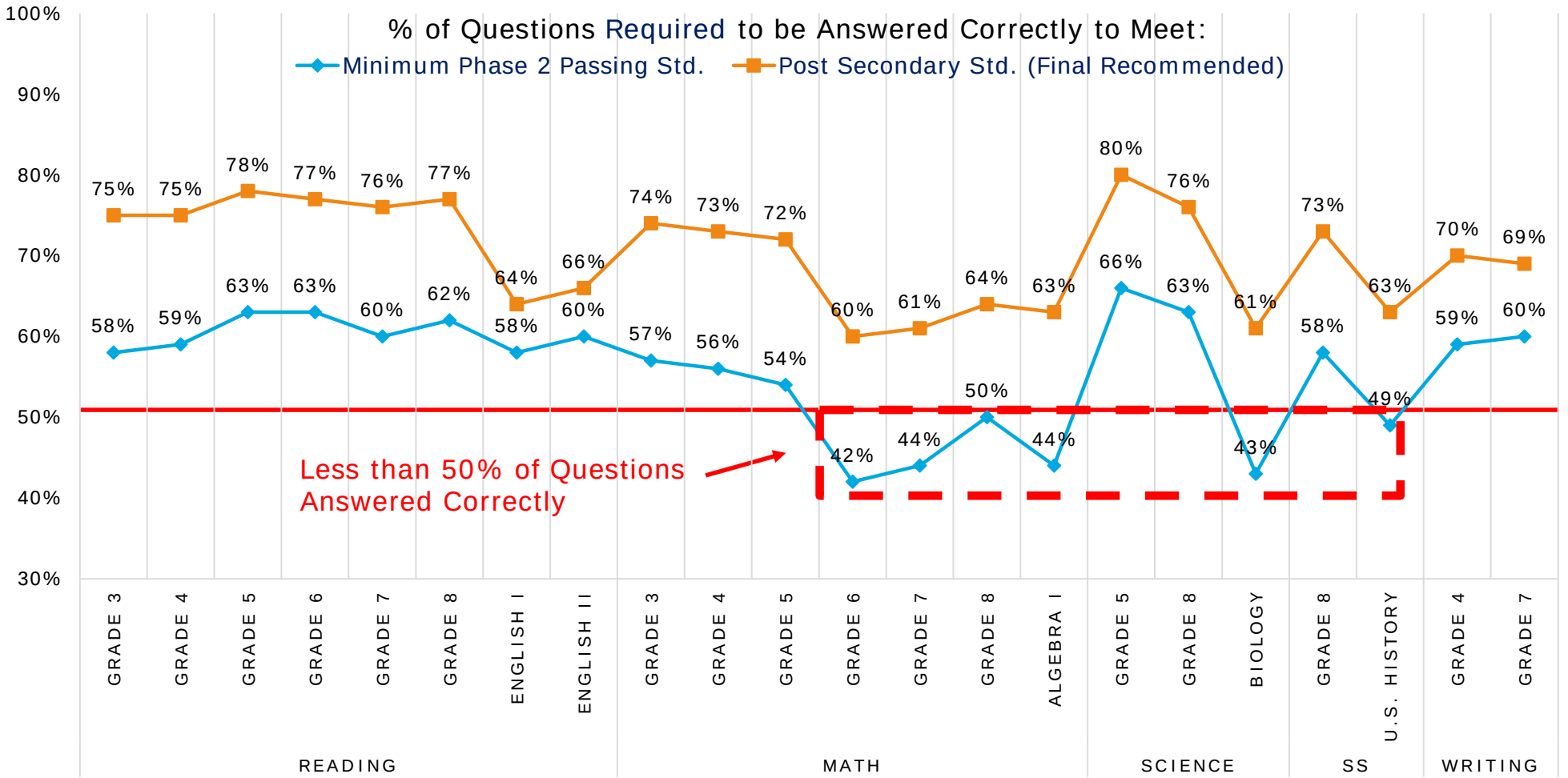
1. Full Day Funding to Increase Pre-K Enrollment
2. Increase EC Quality Thru EC-3rd Teacher Certification
3. Remove Rating Incentives to Place Better Teachers in Later Grades (Make 3rd Grade More Heavily Weighted)
4. Determine Better Educators, Then Incent Them to Relocate En Masse to Turnaround More Challenged Schools
5. Increase Rigor of Current Educator/Principal Preparation Pipelines and Increase Public Transparency of Results
6. Make a Career in Education More Aspirational

Appendix

Post Secondary Standard More Reflective of Achievement Than Passing Standard

Proficiency % in the 60%-80% Range vs. 40%-50% at Current Passing Requirements

TEA STAAR RAW SCORE CONVERSIONS
SPRING 2015 GRADES 3-8 AND EOCS



Source: TEA Spring 2015 STAAR Raw Score Conversions (Spring 2015 Paper Administration (English) – Grades 3-8 and EOCs)

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