VALUES-BASED
PROGRAMS

CREATED FOR ALL
DPS TEAM MEMBERS

2018-19

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thecommons.dpsk12.org/celt | celt.dpsk12.org
dpsequity@dpsk12.org

The Culture, Equity & Leadership Team (CELT) strives to make DPS the best place for everyone to learn, grow and have a positive impact. In order to collectively reach our vision of Every Child Succeeds, we must create a culture of equity, develop great teachers, leaders and team members, and build trust within the communities we serve.

To achieve this, we work to:

- Improve our organization's effectiveness by building a culture where team members can show up as their authentic and best selves.
- Provide tools in the form of values-based opportunities for people to champion a culture of equity and expand the conversation on diversity, equity and inclusion.
- Infuse an explicit and consistent focus on equity, inclusion and behavioral change.
- Include students, families and communities as partners in our efforts.

DPS SHARED CORE VALUES

serve as the foundation for all values-based programs.

Students First

We put our kids' needs at the forefront of everything we do.

Integrity

We tell the truth, and we keep our promises.

Equity

We celebrate our diversity and will provide the necessary resources and supports to eliminate barriers to success and foster a more equitable future for all our kids.

Collaboration

Together as a team, we think, we work and we create in order to reach our goal.

Accountability

We take responsibility for our individual and collective commitments, we grow from success, and we learn from failure.

Fun

We celebrate the joy in our work and foster in our students a joy and passion for learning to last their whole lives.

VALUES-BASED PROGRAMS

A note from the Culture, Equity and Leadership Team

Values-based leadership programs were created as resources for Team DPS to connect, learn and grow, while also providing team members the opportunity to develop as leaders in their role.

No matter what your role is in Team DPS, we are all leaders. And as leaders, you can use these values-based programs as resources to continue your learning, achieve your goals and lead within your role.

These programs can help you achieve your yearly LIFT, LEAD or LEAP goals!

LIFT and LEAD Framework		LEAP Framework for Effective Teaching
PV Personal & Values	**PC** People & Culture	**LE** Learning Environment
VS Vision & Strategy	**CE** Community & Equity	**Pro** Professionalism
OO Operational & Organizational		

VALUES-BASED PROGRAMS

A path for everyone.

LEARN
DPS Skills
Equity Boot Camp
ED Talks

GROW
DPS Aspire
DPS Management

CONNECT
DPS Belong
Reach One Mentoring

BUILD A FOUNDATION
DPS Creating Connections

LEAD
DPS Leadership
DPS Teams

Our DPS | CREATING CONNECTIONS

- **LEARN**
  DPS Skills
  Equity Boot Camp
  ED Talks

- **GROW**
  DPS Aspire
  DPS Management

- **CONNECT**
  DPS Belong
  Reach One
  Mentoring

- **BUILD A FOUNDATION**
  DPS Creating Connections

- **LEAD**
  DPS Leadership
  DPS Teams

Who Should Attend:
All members of Team DPS! Everyone is encouraged to attend Creating Connections as their first values-based program.

Completed?

2018–19 DATES:

- Wednesday, October 24
- Wednesday, January 23
- Wednesday, March 13

CLICK HERE TO LEARN MORE & REGISTER
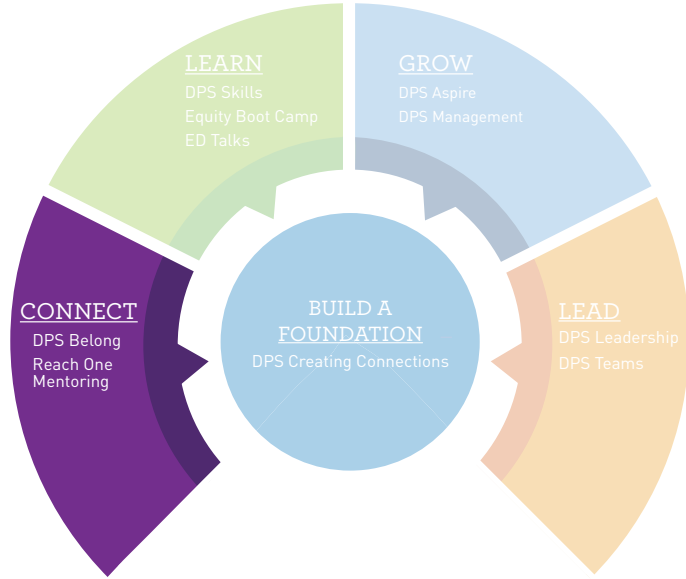
SUPPORTS LIFT AND LEAD GOALS:

PV VS
OO PC CE

LEAP FRAMEWORK:

LE Pro

BUILDING A FOUNDATION:
DPS CREATING CONNECTIONS

Known as our flagship values-based program, Creating Connections serves as the foundation for members of Team DPS. Gain a greater awareness of our shared vision and values and how to apply them in your role, meet our district leaders and create relationships across Team DPS during this one-day program.

OUR DPS | BELONG

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DPS Skills
Equity Boot Camp
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DPS Belong
Reach One
Mentoring

BUILD A FOUNDATION
DPS Creating Connections

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DPS Teams

SUPPORTS LIFT AND LEAD GOALS:

PV PC CE

Who Should Attend:

Anyone on Team DPS who is interested in connecting with others from similar backgrounds, beliefs and experiences.

2018–19 DATES:

Each Belong group creates their own meeting schedule.
In addition, there are three events where you can learn more, join or start a Belong group!

- Wednesday, October 3: Belong kick-off event
- Tuesday, February 12: Full Belong group meeting + ED Talk
- Spring celebration, date to be determined

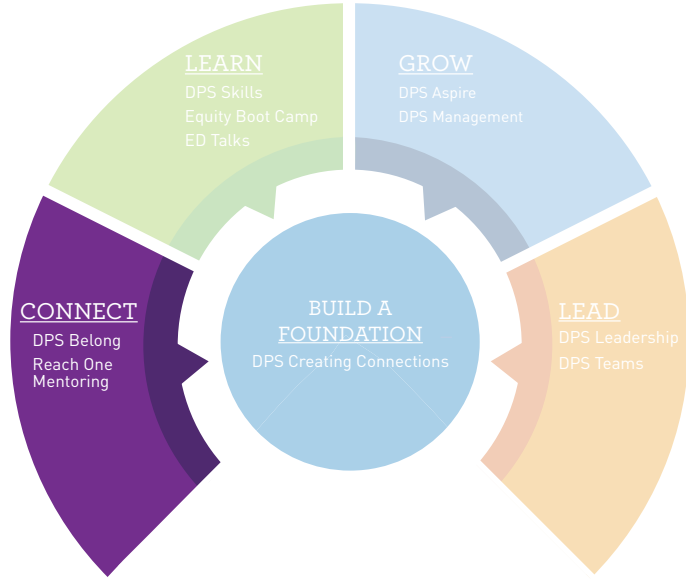## CLICK HERE TO LEARN MORE & REGISTER

CONNECT:
DPS BELONG

DPS Belong is a network of employee-built groups focused on fostering diversity and inclusion. These groups are open to join and were created as an opportunity for team members to connect and create community with others from similar backgrounds, beliefs and experiences.

OUR DPS | REACH ONE MENTORING

- **LEARN**
  DPS Skills
  Equity Boot Camp
  ED Talks

- **GROW**
  DPS Aspire
  DPS Management

- **CONNECT**
  DPS Belong
  Reach One
  Mentoring

- **BUILD A FOUNDATION**
  DPS Creating Connections

- **LEAD**
  DPS Leadership
  DPS Teams

Who Should Apply:
Educators of color who are in their first or second year at DPS.

2018–19 DATES

Mentees and mentors meet once a month throughout the year. In addition, there are three large meetings where all mentees and mentors come together.

- October: Reach One Mentoring kick-off event
- February: Full Reach One Mentoring meeting
- April: Spring celebration
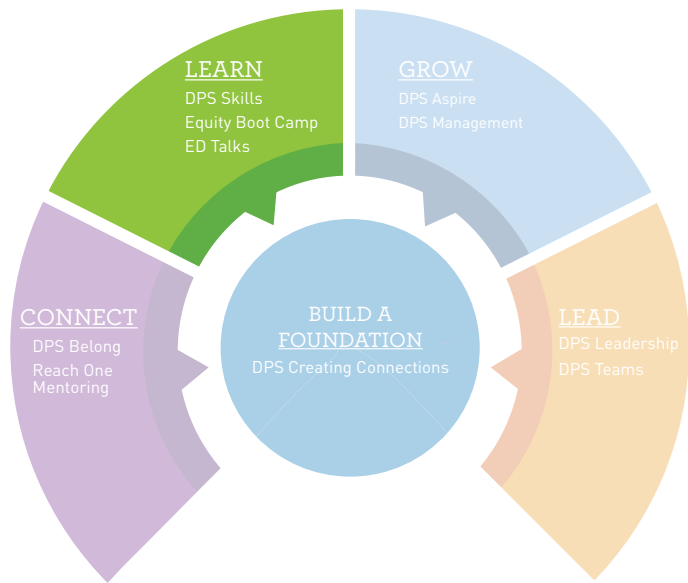
CLICK HERE TO LEARN MORE & APPLY

SUPPORTS LEAP FRAMEWORK:

| LE | Pro |

CONNECT:

REACH ONE MENTORING

Reach One Mentoring provides a confidential space dedicated to supporting our educators of color through authentic conversations. Mentees and mentors meet monthly to develop leadership skills, reflect on individual practices and strengthen professional contributions.

OUR DPS SKILLS

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ED Talks

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Mentoring

BUILD A FOUNDATION
DPS Creating Connections

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DPS Teams

SUPPORTS LIFT AND LEAD GOALS:

PV VS
OO PC CE

LEAP FRAMEWORK:

LE Pro

Who Should Attend:

All members of Team DPS are encouraged to attend Skills classes throughout the year.

2018–19 TOPICS

- Micro-Aggressions
- Flexing Your DiSC Style
- Communicating with Influence
- Creative Conflict
- Navigating Change
- Building Relationships Through Trust
- Nutrition: Recipe for Wellness
- Radical Self Care

- Creating and Delivering Dynamic Presentations
- Leading with Emotional Intelligence
- Getting to the Core: Leadership Practices Inventory
- Energy Management
- Digital Storytelling
- Culturally Responsive Leadership
- Building Teams Through Activities

CLICK HERE TO LEARN MORE & REGISTER
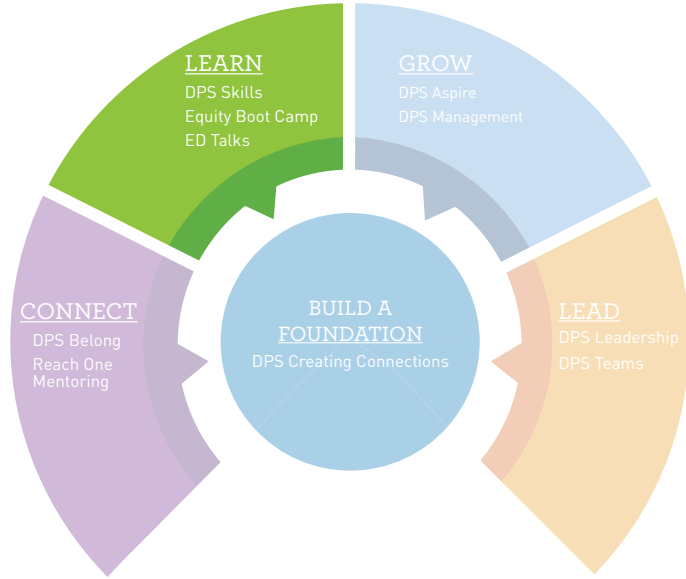
LEARN:

DPS SKILLS

Build your individual knowledge, skills and abilities through a variety of 3-hour workshops focused on personal and professional development, offered throughout the year.

Our DPS | EQUITY

LEARN
DPS Skills
Equity Boot Camp
ED Talks

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BUILD A FOUNDATION
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DPS Teams

Who Should Attend:
All members of Team DPS are encouraged to attend Equity Boot Camp sessions throughout the year.

2018-19 DATES:

- November 13 and November 14

- February 6 and February 7

- April 24 and April 25

CLICK HERE TO LEARN MORE & REGISTER

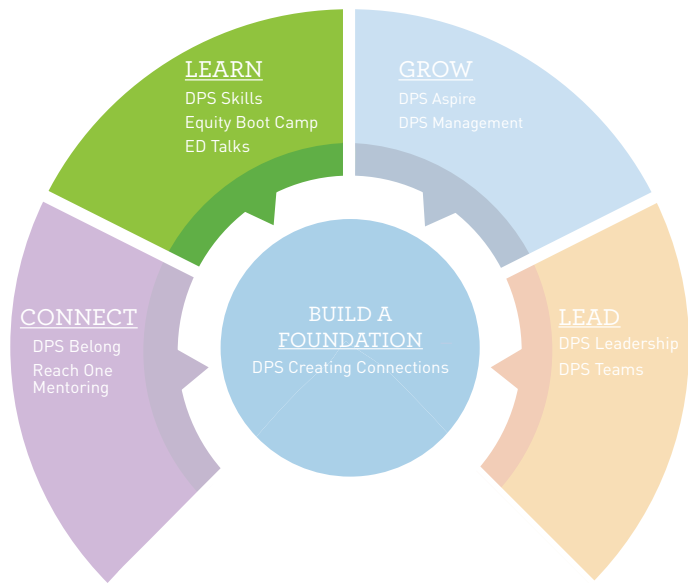### SUPPORTS
LIFT AND LEAD GOALS:

PC   CE

LEAP FRAMEWORK:

LE

LEARN:

EQUITY BOOT CAMP

Build skills and deepen your ability to infuse equity, inclusion and culturally responsive practices into your work during this one-day program. Each session has a specific focus and is offered twice to allow flexibility with scheduling.

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Our DPS | EQUITY

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BUILD A FOUNDATION
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Who Should Attend:
All members of Team DPS are encouraged to attend the ED Talk speaker series.

2018–19 DATES:

Speakers to be announced.

- Tuesday, October 16
- Tuesday, February 12
- Tuesday, April 30

CLICK HERE TO LEARN MORE & REGISTER
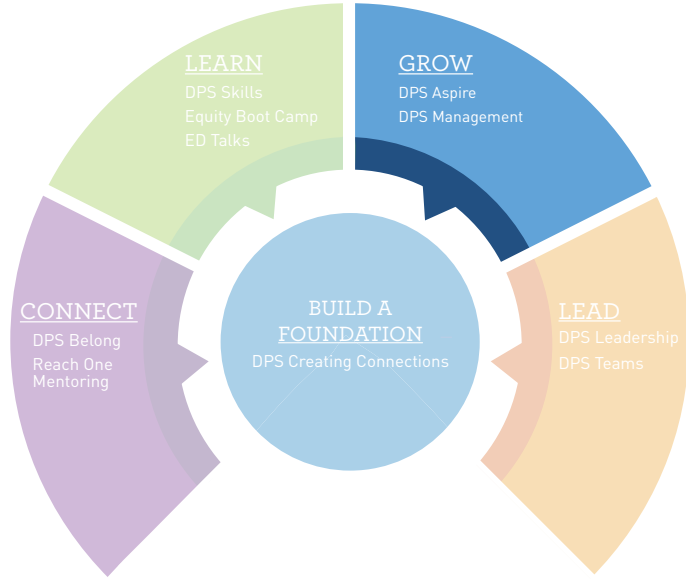
SUPPORTS LIFT AND LEAD GOALS:

PC   CE

LEAP FRAMEWORK:

LE

LEARN:
ED TALKS

This speaker series brings together the DPS community to participate in conversations around diversity, equity and inclusion within the field of education. Each ED Talk is an opportunity to hear a thought-provoking speaker; from nationally acclaimed leaders in education to student-led performances.

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Our DPS | ASPIRE

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All members of Team DPS who are looking to grow their talents within their school or department team.
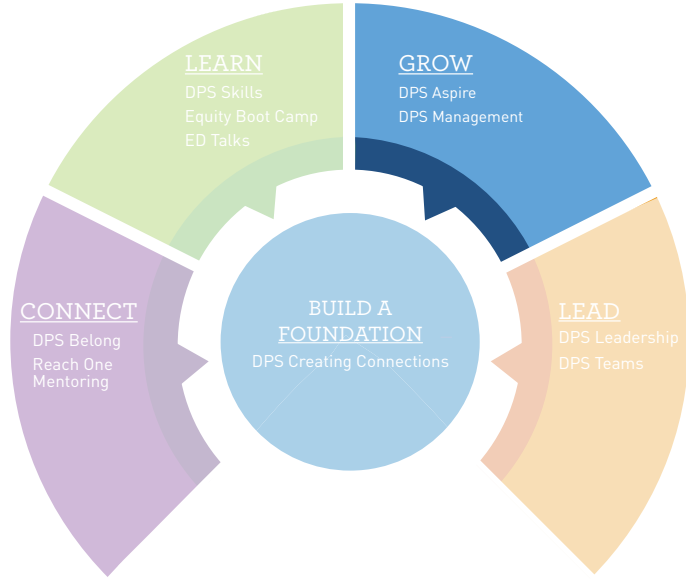
Completed?

2018–19 DATES:

- October 3 – 4
- November 7 – 8
- December 4 – 5

- January 15 – 16
- April 9 – 10
- May 7 – 8
- June 18 – 19

CLICK HERE TO LEARN MORE & REGISTER

SUPPORTS LIFT AND LEAD GOALS:

PV VS
PC CE

LEAP FRAMEWORK:

LE Pro

GROW:

DPS ASPIRE

Engage, reflect and have fun while learning how to identify your leadership capacity, style and strengths, navigate difficult conversations and create action plans to grow and improve during this two-day program.

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OUR DPS | MANAGEMENT

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ED Talks

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DPS Management

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DPS Belong
Reach One
Mentoring

BUILD A FOUNDATION
DPS Creating Connections

LEAD
DPS Leadership
DPS Teams

Supervisors, managers, executive directors, directors, deans and assistant principals.

Completed?

2018–19 DATES

DPS Management holds two programs per year, one in the fall and one in the spring. Each program consists of once-a-week sessions that take place over the course of three months.

CLICK HERE TO LEARN MORE & APPLY

Applications for the 2018 fall cohort are due mid-September

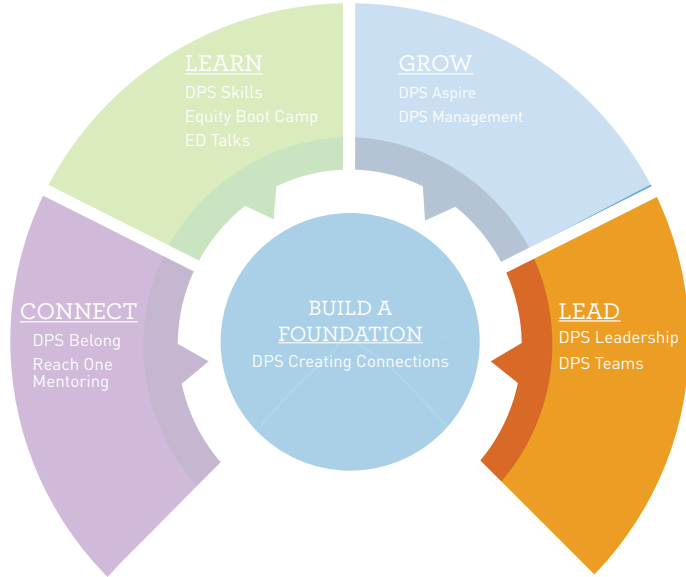*Applications for the 2019 spring cohort are due mid-January*

SUPPORTS LIFT AND LEAD GOALS:

PV VS
OO PC CE

GROW:

DPS MANAGEMENT

Assess and continue to develop leadership competencies for greater influence. This program helps to hone leadership skills, influence and engage those you lead, facilitate change and develop a performance-based, team culture.

OUR DPS | LEADERSHIP

- **LEARN**
  DPS Skills
  Equity Boot Camp
  ED Talks

- **GROW**
  DPS Aspire
  DPS Management

- **CONNECT**
  DPS Belong
  Reach One
  Mentoring

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  DPS Leadership
  DPS Teams

Who Should Attend:

Principals, executive directors, directors and senior leadership.
Completion of DPS Management is recommended but not required.

Completed?

2018–19 DATES

- October 9 – 12
- January 15 – 18
- May 7 – 10

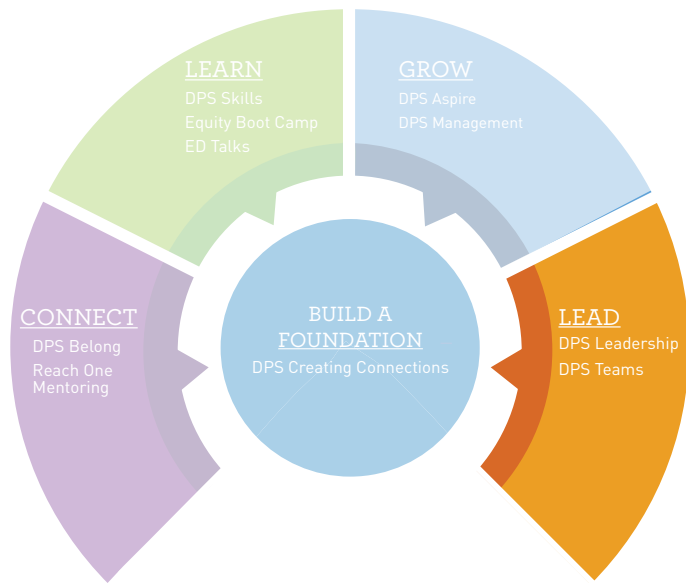**CLICK HERE** TO LEARN MORE & APPLY

**SUPPORTS
LIFT AND LEAD GOALS:**

PV VS
OO PC CE

LEAD:

DPS LEADERSHIP

Build a leadership vision while learning to lead through the lens of cultural responsiveness and equity. Participants also explore 360 feedback on Kouzes & Posner's five exemplary leadership practices.

OUR DPS | TEAMS

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DPS Management

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DPS Belong
Reach One
Mentoring

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DPS Creating Connections

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DPS Leadership
DPS Teams

Who Should Attend:
Intact teams of 5 to 12. The leader of team should attend
DPS Leadership prior to sending their team to DPS Teams.

Completed?

2018–19 DATES

- November 27 – 30
- January 22 – 25
- February 26 – March 1
- June 11 – 14

CLICK HERE TO LEARN MORE & APPLY

SUPPORTS LIFT AND LEAD GOALS:

PV VS
OO PC CE

LEAD:

DPS TEAMS

Provides time, space and skills for teams to build capacity and develop high-performing cultures. Teams are offered the opportunity to grow and develop their ability to increase accountability, manage conflict and build a stronger team.

Tips on Attending a Program

You want attend a program, now what? Here are a few steps to get you in the door:

1. **Choose a program.** New to Team DPS? Creating Connections is for you! In addition, all of these programs are aligned to our LIFT, LEAP and LEAD framework, which means you can align these opportunities to your growth and development goals.

2. **Talk with your manager about attending the program.** Our leaders support your development at DPS and understand that these programs play an important role in reaching our vision: Every Child Succeeds.

3. **Choose a program date that works with your schedule.** Register for the date online, save it on your calendar and block off the time.

4. **Spread the word.** Share these opportunities with others and help Team DPS grow as a whole.

5. **Ask questions.** We are here to help you learn and grow at DPS. If you have questions about a program or need additional information, contact CELT at dpsequity@dpsk12.org.

To register for a program, visit: thecommons.dpsk12.org/valuesprograms

Program FAQs and Resources

Q. How will I be supported to participate in these programs?
A. Substitute pay is provided for classroom release time while attending these programs. In addition, managers and leaders support your development at DPS and understand the importance of attending these programs- even if that means leaving the office for a day.

Q. Why should I prioritize attending these programs?
A. Individuals who attend our values-based leadership programs gain new skills, contribute to their yearly LIFT, LEAD and LEAP goals, build relationships with others in the district and strengthen their ability to lead within their role. In addition, educators can receive contact hours for the programs they attend and certain programs can fill professional learning requirements.

Q. I am not in a leadership role, can I still participate in these programs?
A. Yes! Values-based leadership programs are created for all DPS team members. We are all leaders in DPS, and these programs help us build relationships, learn, grow and develop as leaders in our role.

For resources, news, program spotlights and shout-outs:

Visit us online: thecommons.dpsk12.org/celt

Follow us on Twitter: @ourdps

To contact CELT, Send us an email: dpsequity@dpsk12.org

DPS RED SHIRTS

Behind every great DPS event and program are a team of volunteers living the Shared Core Values of Collaboration and Fun. Sign up to be a Red Shirt and you will be notified of events and programs that could use a helping hand! Perks include connecting with educators and students across DPS, silly hats, pom poms and more.

JOIN THE FUN: http://tinyurl.com/dpsredshirt

Program Wishlist

Keep a list of programs you hope to attend:

1. _____ Date: _____

2. _____ Date: _____

3. _____ Date: _____

4. _____ Date: _____

5. _____ Date: _____

6. _____ Date: _____

7. _____ Date: _____

8. _____ Date: _____

9. _____ Date: _____

10. _____ Date: _____

Don't wait, lead.