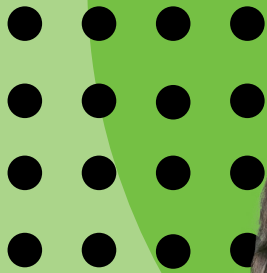


schools

2024

Green Dot Public Schools

REIMAGINE Year-In-Review





Dotters,

Our Reimagine strategic plan guided our efforts for the past four years. I am so proud of our focus on student-first decision making and our accomplishments thus far. This year, all schools deepened their commitment to *Ensuring Academic Rigor for All* and *Strengthening Relationships & Cultivating Joy*. Those efforts have resulted in significant academic achievement across our schools, a decrease in chronic absenteeism rates, and supportive learning environments across all campuses. We also welcomed a new key lever, *Making Green Dot the Best Place to Do Inspirational Work*, as part of our commitment to investing in all of you!

As we look ahead to the 2024-25 school year, we wanted to share some high level updates with you:

- We are updating our Power Goals to include the following:
 - New goals for Distance from Standard in ELA and Math
 - New goals for Science proficiency
 - New goals for internal literacy assessments
- We have also integrated the important work happening in the *Accelerate Learning* key lever to *Ensure Academic Rigor for All* as a way to elevate the data and research-driven practices we've implemented to date.

Please take a few minutes to read through our Year In Review to share in some of the successes from the 2023-24 school year before you take a well-deserved break and gear up for the 2024-25 school year!

Sincerely,
Cristina

SUPPORT THE NEEDS OF EVERY SCHOLAR

As part of our commitment to meeting the needs of every scholar, we have dedicated significant efforts to building a focused approach around the implementation of practices developed over the past three years within our Network Improvement Community (NIC), a national, cross-charter management organization focused on serving students with disabilities. Our improvement journey has been driven by meaningful collaboration among different teams, allowing us to support the use of data by leaders to determine the level of support needed in schools based on identified needs. This work is detailed in our published change package, [How Network Leaders Use Data to Respond to School-Based Needs.](#)

This year we have concentrated on improving the implementation of our inclusion practices, particularly around co-teaching at five of our focus schools. We recognize that enhancing access for students with the highest needs benefits all students. Our NIC community has highlighted this work in the publication, [A Collaborative Approach to Student Work Analysis.](#)

Furthermore, we have focused on increasing access to multiple levels of reading intervention for students with disabilities. We have intentionally implemented additional reading intervention options, such as an Oral Fluency Program for secondary learners, to improve student outcomes. This specific intervention is also part of our NIC

work and is featured in the publication, [Turning the Page to Secondary Literacy.](#)

Additionally, we have conducted empathy interviews with our students, teachers, and families. This has been one of the most valuable data collection efforts as part of our initiative to support all scholars. We believe that listening to their perspective is crucial in continuing to work towards meeting the needs of every scholar.

This year has been pivotal for the Green Dot team. We have made significant strides in our learning journey and increased collaboration between our academic and culture teams. Improving access to quality support for all scholars is only possible when we collaboratively analyze data, listen to our students, and empower our teachers to co-create and develop interventions. This collaborative effort ensures that our leaders can create opportunities for each scholar in our buildings.



ENSURE ACADEMIC RIGOR FOR ALL

Ensuring Academic Rigor for All is centered on providing all students access to grade-level rigor through aligned curriculum, instruction and assessment. We prioritized creating opportunities for collaborative planning and student work analysis on All Green Dot Days and at school-site professional development. Partnerships with Relay Graduate School of Education and The Lavinia Group at multiple schools focused on building the capacity of teachers and school leaders to accelerate academic outcomes.

This year we focused on accelerating math outcomes through a partnership with the Achievement Network that focused on aligned math benchmark assessments across the organization. We established an [Assessment Vision](#) that will guide the implementation of benchmark assessments in all content areas in the future.

Schools also leveraged the Ready for Rigor: Depths of Knowledge PD series which included sessions on levels of

questioning to raise the level of rigor through academic discourse and opportunities for grading calibration through student work analysis. We will have a focus in the upcoming year on supporting all students as constructors of knowledge (through speaking and writing) and assessing and responding to students' thinking aligned to standards mastery.

Our grading policy continued to support mastery based, equitable grading practices, and seven schools participated in a pilot of the Standards-Based Gradebook in PowerSchool.



ACCELERATE LEARNING

Our High Impact Tutoring program continues to accelerate student academic outcomes in math. At the mid-year mark, 51% of students in High Impact Tutoring had met their iReady typical growth goal and 15% had met their stretch goal. Additionally, this intervention continues to yield significant results for our Black scholars. 65% of Black scholars met their typical growth goal and 18% met their stretch goal at the mid-year mark.

Over Spring Break, we hosted our most highly-attended Acceleration Academy yet! 120 students from four of our middle schools participated in our dynamic, rigorous and social-justice-focused Changemaker Academy which offered more than three weeks worth of instructional time. Students saw significant improvement in the key writing standards



emphasized on the SBAC, demonstrating average growth of almost an entire point on a four-point rubric.

Finally, we provided comprehensive CAASPP support strategies and resources for schools to utilize with all students, as well as with students on the cusp of proficiency. One of our high schools that used this content heavily is showing growth in all subjects on preliminary SBAC score reports.



EMPOWER SCHOLARS TO NAVIGATE PURPOSEFUL COLLEGE AND CAREER PATHWAYS

We have a lot to celebrate this year in our pursuits to empower scholars to navigate purposeful college and career pathways.

- Our National Clearinghouse data for the class of 2023 indicates that fall college enrollment is near pre-pandemic levels, at 67%, an increase of 6 percentage points. Our four-year enrollment increased by 8 percentage points to 42%, fueled by a rise of 15% in UC enrollment compared to the class of 2019. We are outperforming similar high schools in college enrollment right after high school.
- We doubled our Dell Scholar recipients from 12 to 23 Dell Scholars from the previous year.
- Approximately 1,038 students have taken dual enrollment courses this year. Since the 2020-2021 school year, we have increased dual enrollment

participation by 45%. We offered 39 high school and five middle school courses.

- We introduced College Success Advisors at four additional schools.
- For the Class of 2024, approximately 90% of seniors with a 2.5 GPA applied to CSU, and a 3.0 GPA applied to UC. There was also an increase in private college applications, leading to students being accepted at prestigious institutions such as Princeton, NYU, Wheaton, Harvard, Dartmouth College, Howard, and Smith College.
- Over 1,200 seniors registered for Launch to College and Career. We hosted the event at Santa Monica Community College, LA Southwest Community College, and El Camino Community College for community-bound students and UCLA for all four-year-bound students.
- We raised over \$160,000 for the Opportunity Grant, a program supporting seniors' hidden costs related to attending college. This represents an increase of \$70,000 from the previous year.



IMPLEMENT INNOVATIVE PRACTICES

Green Dot secured five new Community Schools Grants for *Ánimo Jackie Robinson*, *Ánimo Jefferson*, *Ánimo Watts*, *Ánimo Pat Brown* and *Ánimo South Los Angeles*. Each school will receive \$1,425,000 over the next five years to fund the development of partners and programs.

Ten additional schools continued their work with the California Community Schools Grant program. Partnerships at these schools include:

- PIQE - parent education;
- Rainbow Labs - diversity, equity and inclusion education; and
- Childrens' Institute - comprehensive mental health support for students and families.

Green Dot was awarded \$1.5 million dollars from the Broad Foundation to continue supporting ModelFlex schools in their efforts to align professional partners, learning opportunities, and dual enrollment pathways to a school focus (like STEM, entrepreneurship or climate science). *Ánimo Venice* and *Oscar De la Hoya* *Ánimo* join *Ánimo Ellen Ochoa*, *Ánimo Compton* and *Ánimo City of Champions* as ModelFlex schools this year.

We established Artificial Intelligence Guidelines for educators and students, and recommended AI tools for educators and students that the Ed Team will support with implementing including Magic School and Chat GPT.

MAXIMIZE SCHOLAR ENROLLMENT

Schools began the 2023-24 student recruitment season by developing multi-year enrollment strategic plans with individualized goals. As a result, 8 out of 12 high schools hosted entry-grade lotteries.

We strengthened the 7-year pathway by hosting 8th grade assemblies, school meetings between our middle and high schools, and student focus groups to encourage more 8th graders to apply to a Green Dot high school before the lottery deadline. Due to these efforts, we saw a 9% increase in the number of current Green Dot 8th graders applying to a Green Dot high school.

Our schools hosted over 25 community breakfasts and built partnerships with local places of worship, local charter schools, and community centers. We attended several events to promote Black student recruitment, including The Black College Expo and Taste of Soul.

In May, we launched the intent to return process, which tracked which students were returning to their current Green Dot school. We have already had over 70% of families complete this process, which has allowed us to communicate proactively with families who are undecided and backfill spots for students who are not returning.



MAKE GREEN DOT THE BEST PLACE TO DO INSPIRATIONAL WORK

This year the People Team launched its first Listening Tour to gather constructive feedback from all parts of the organization. We focused on collecting feedback on team culture, the employee value proposition, and diversity, equity, & inclusion. The People Team will use our learnings to inform our strategies in the coming year as well as support departments in driving employee satisfaction and engagement.

On the Human Resources side we also contracted with a new benefits broker to help us continue to improve our benefits education and lay the foundation for future wellness initiatives. The Human Capital team focused on enhancing capacity and offered strategic screening and hiring support to better engage talent.



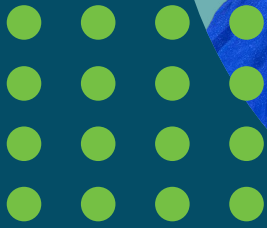
STRENGTHEN RELATIONSHIPS & CULTIVATE JOY

Our goal at Green Dot is for every student to have a healthy web of relationships within their school community. For the 2023-24 school year we identified leading metrics that were used consistently to help provide insights into the strength of healthy relationships on campus. In addition to developing routines for data analysis, we continued our work on universal supports for schools in addition to restorative practice.

Additionally, in support of closing our equity gap in chronic absenteeism for our Black scholars, we continued our Attendance Case Manager Program this school year.

Some specific data highlights from our leading metrics this school year:

- We are on track to meet our goal of reducing chronic absenteeism by 16% and on track to meet our goal of reducing the equity gap for our Black scholars by 3 percentage points.
- Over 95% of students agree that their teacher makes sure different backgrounds and perspectives are heard.
- Over 94% of students agree that their class is a welcoming place for everyone.
- 95% of students agree that it is okay to make mistakes in class because they can learn from them.



DISRUPT SYSTEMIC RACISM & BIAS

Knowing that language has the power to create a sense of belonging and safety within our school and classroom communities, we designed and rolled out a Language of Community advisory unit to all schools this year. The 5 lesson unit helped students map their identity, discuss the language of marginalization (including racial and other identify slurs) that makes them feel devalued, identify why the use of slurs is unacceptable in our school communities, and provided students the opportunity to create community agreements about the language they will use on campus to ensure everyone feels a sense of belonging and safety. We are creating additional Language of Community lessons to roll out next school year to continue learning and growth in this area.

During the 6th Annual Legacy conference this year we engaged approximately 1,000 of our staff members in conference sessions related to our theme “Delivering on Our Promise to Graduate Black Scholars Prepared for College, Leadership, and Life!” After a compelling and inspiring featured presentation by LACOE’s Director and Coordinator of Diversity Equity and Inclusion, participants had 32 available sessions to choose from addressing topics like achieving educational equity, addressing imposter syndrome, nurturing mental wellness, creating college pathways of opportunity, and culturally responsive teaching. This year’s conference earned an average session rating of 9.2 out of 10.

Two years ago, we designed and rolled out the first custom annual employee course in a three-part series on implicit bias required by Human Resources each year. This summer we will be working to create the second iteration of the implicit bias training series for employees who completed the first course. We anticipate getting feedback on this new learning opportunity and rolling it out in the coming school year.



AMPLIFY THE ASSETS AND NEEDS OF BLACK SCHOLARS

This year we secured a \$2,200,000 grant to launch our Black Student Success Program next year at five schools, *Ánimo Watts*, *Ánimo Jackie Robinson*, *Locke College Preparatory Academy*, *Ánimo Inglewood*, and *Ánimo City of Champions*. This program will target academic acceleration and social-emotional learning for Black 9th and 10th-grade students with the support of a Black Student Success Advisor. The program seeks to increase the number of Black 11th-12th graders eligible to enter our College Success Advisor program with a 3.5 GPA and increase Black student enrollment in high-persistence colleges including UC, private colleges, and HBCUs.

After conducting an org-wide Black parent engagement survey early this year, the African American Student Achievement Department utilized ParentSquare to increase engagement

with our Black Families regarding their identified topics of interest. Families received weekly information regarding educational resources, opportunities and scholarships uniquely available to Black scholars and families. Over 70% of Black families organization-wide engaged with the platform and our communications this year.

Green Dot will host our first organization-wide Black graduation celebration for all graduating Black seniors this June. Black Graduation allows our scholars and their families to celebrate this milestone during an event rooted in Black cultural heritage and traditions. This celebration honors Black Family survey data indicating that 66% of families wanted to see Black culture celebrated outside of Black History Month.



schools