Memorandum

CITY OF DALLAS

DATE: March 30, 2012

TO: The Honorable Mayor and Members of the City Council

SUBJECT: **Commit! Education**

On April 4, 2012, you will be briefed on "*Commit! The Need for a Regional Strategic Effort*." The briefing material is attached for your review.

Please let me know if you require additional information.

Mary K. Suhm
City Manger

CC: Rosa Rios, City Secretary
Thomas P. Perkins, Jr., City Attorney
Craig D. Kinton, City Auditor
C. Victor Lander, Administrative Municipal Judge
Ryan S. Evans, Assistant City Manager
Jill A. Jordan, P.E., Assistant City Manager
Forest E. Turner, Assistant City Manager
Joey Zapata, Assistant City Manager
Jeanne Chipperfield, Chief Financial Officer
Frank Librio, Public Information Office
Stephanie Cooper, Assistant to the City Manager Mayor/City Council

Commit!
The Need for a Regional Strategic Effort

Working together to help every student realize their life's full potential, cradle to career.

April, 2012
www.commit2dallas.org

Education Across Dallas County
Why a Regional Approach?

- The city of Dallas encompasses multiple school districts including Dallas ISD, Richardson ISD, and Carrollton-Farmers Branch ISD.

- Numerous other cities are located in multiple districts; **Dallas ISD encompasses 15 cities alone** including Addison, Balch Springs, Carrollton, Cockrell Hill, Combine, DeSoto, Duncanville, Farmers Branch, Highland Park, Hutchins, Lancaster, Mesquite, Seagoville, University Park, and Wilmer.

- Over 80,000 students are educated in a community college system which is Dallas County based; this system is the single largest destination of DISD graduates.

- Students in lower income communities can be highly mobile and will often change school districts in their family's search of better housing or employment.

- A regional approach allows us to capture the best practices from numerous providers vs. a sole focus on one entity.

Education Across Dallas County
Large and Complex with Numerous Challenges

- Dallas County has roughly **2.5 million** residents and over **800,000 students** involved in early childhood, public K-12 and higher ed education.
- They are educated by **1,500+ early childhood providers, 15 ISD's, 80 different charter schools and numerous 2-year and 4-year institutions**. They are further supported by over **300 different non-profits** focused on in-school/out-of-school support, mentoring, tutoring, etc.
- These entities tend to operate in a fairly **independent (vs. collaborative) fashion,** with less-than-optimal **sharing of data or best practices** or a coordination of their independent strategic plans.
- Approximately **70% of students attending Dallas County public schools are now eligible for free and reduced lunch**. That number has grown meaningfully in the last five years, bringing with it all of the numerous obstacles (hunger, substance abuse, homelessness, lack of parental engagement, etc.) that often accompany poverty, including a lack of awareness over what is possible in life.
- Our **overall academic outcomes within our community are inadequate**, hindered by **substantial achievement gaps** that already exist the day a child starts in Kindergarten given the substantial disparities in early childhood education. Improvement is happening, but not nearly fast enough.
- Based on our poor collective success in preparing Hispanic and African American children, **the approaching demographic wave will only exacerbate our region's problem.**
- The possibilities of the American Dream historically made possible thru education **appear to many to have meaningfully faded, not expanded. An urgent, "all hands on deck" approach, is required.**

The Urgency Behind Commit!
The Economic Argument

- In 2009 and 2010, roughly **5,000 students** who started 9th grade together in a Dallas County public school, **failed to graduate from high school.**
- With the average college graduate earning roughly $1.0 million in their lifetime more than a high school dropout, the ultimate cost to our region of **each cohort's failure of ~5,000 to graduate from high school and subsequently achieve some type of post secondary education is over $5.0 billion.**
- Per numerous estimates, roughly **60% of adults need to have a post secondary degree** by 2030 to meet the needs of our evolving labor market. Our region is currently **less than 30%**; our pipeline of students leaving high school who are post secondary ready is unfortunately a fraction of that number.
- By 2040*, if current educational attainment trends persist, Texans will experience the following:
  - **$15 billion decline in state tax revenue, roughly 15% of 2011's total revenue of $95bn**
  - **15% increase** in number of households living in poverty;
  - Increase of **100,000 in prison population and an additional $1.5bn per year** in incarceration costs
- **Real community urgency is required regarding the strategic coordination of efforts and providing increased resources to education** (both in and out of classroom) with real transparency on results.
- **Doing nothing or tweaking at the edges are not realistic options.**

- * Note: State of Texas' Report of the Select Commission on Higher Education and Global Competitiveness January 2009; Steve Murdock, Institute for Demographics and Socioeconomic Research, UT-San Antonio.

Public Student Enrollment Growth of 7% (2005 to 2010)

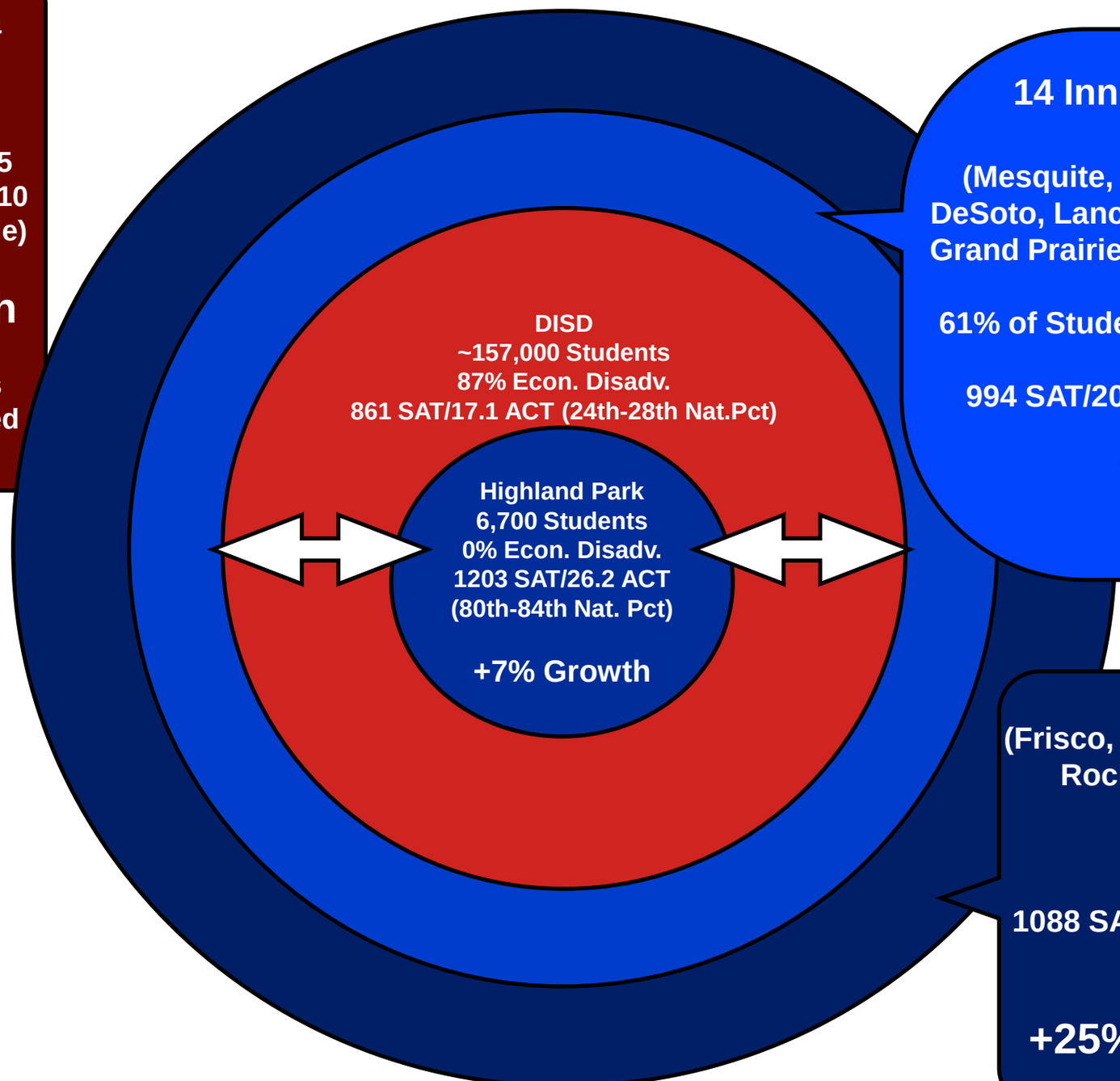
Higher Growth in Stronger Academic Communities

Greater Dallas Area

26 Public School Districts
~761,000 Students
52,130 Add. Students vs. '05
Avg. 997 SAT/20.8 ACT in 2010
(48th-55th National Percentile)

7% Overall Growth

54% of Total Population is Economically Disadvantaged



14 Inner Suburbs Adj. to DISD

(Mesquite, Garland, Richardson, HEB, CFB, DeSoto, Lancaster, Irving, Arlington, Cedar Hill, Grand Prairie, Duncanville, Grapevine, Coppell)

61% of Students Economically Disadvantaged

994 SAT/20.5 ACT (48th-55th National Pct.)

12,346 Add. Students
+4% Growth

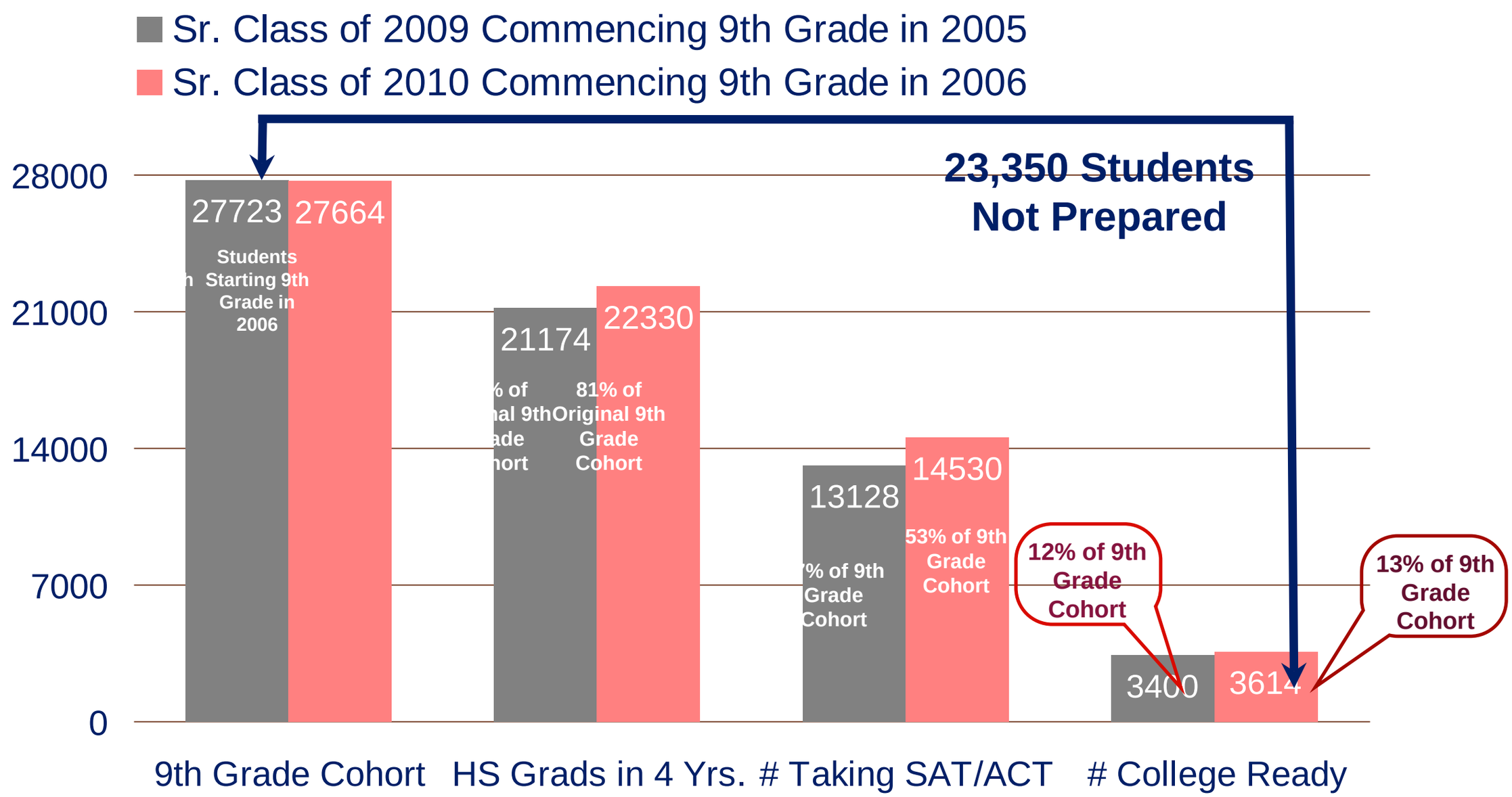
10 Outer Suburbs
(Frisco, Allen, McKinney, Lewisville, Plano, Rockwall, Little Elm, Wylie, Forney, Prosper)
~240,000 Students
24% Econ. Disadvantaged
1088 SAT/23.5 ACT (64th to 71st Nat. Pct.)
47,228 Add. Students

+25% Growth (85% of region's total student growth)

Sources: Texas Education Agency
Pasademographics.com/red maps/dallas fort worth/

In Dallas County, It's Even Worse.

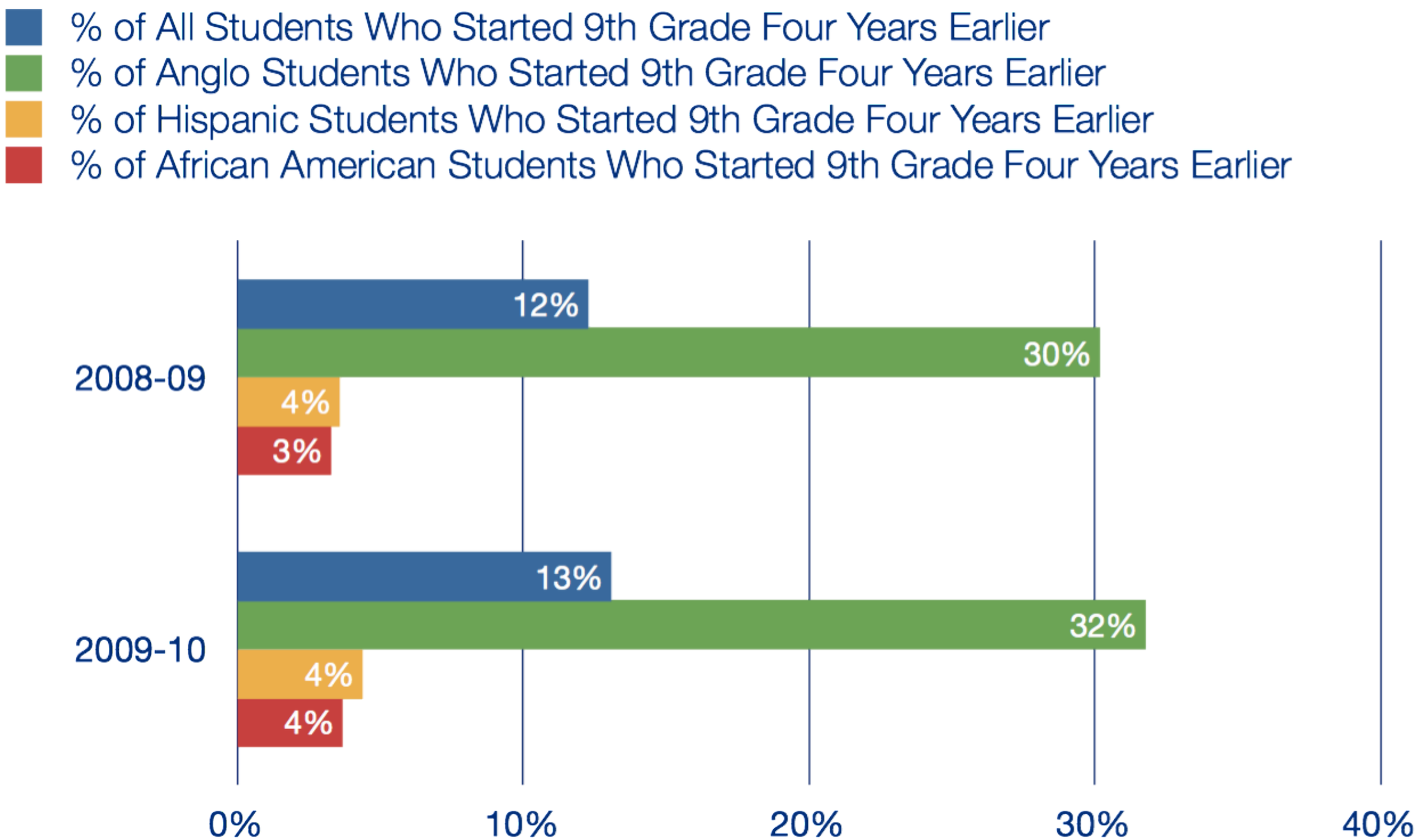
Commit! Community Outcomes for 9th Grade Cohorts Graduating in 2009 and 2010



Source: Texas Education Agency AEIS Report 2010-11

% of Community Graduating with College Ready SAT/ACT

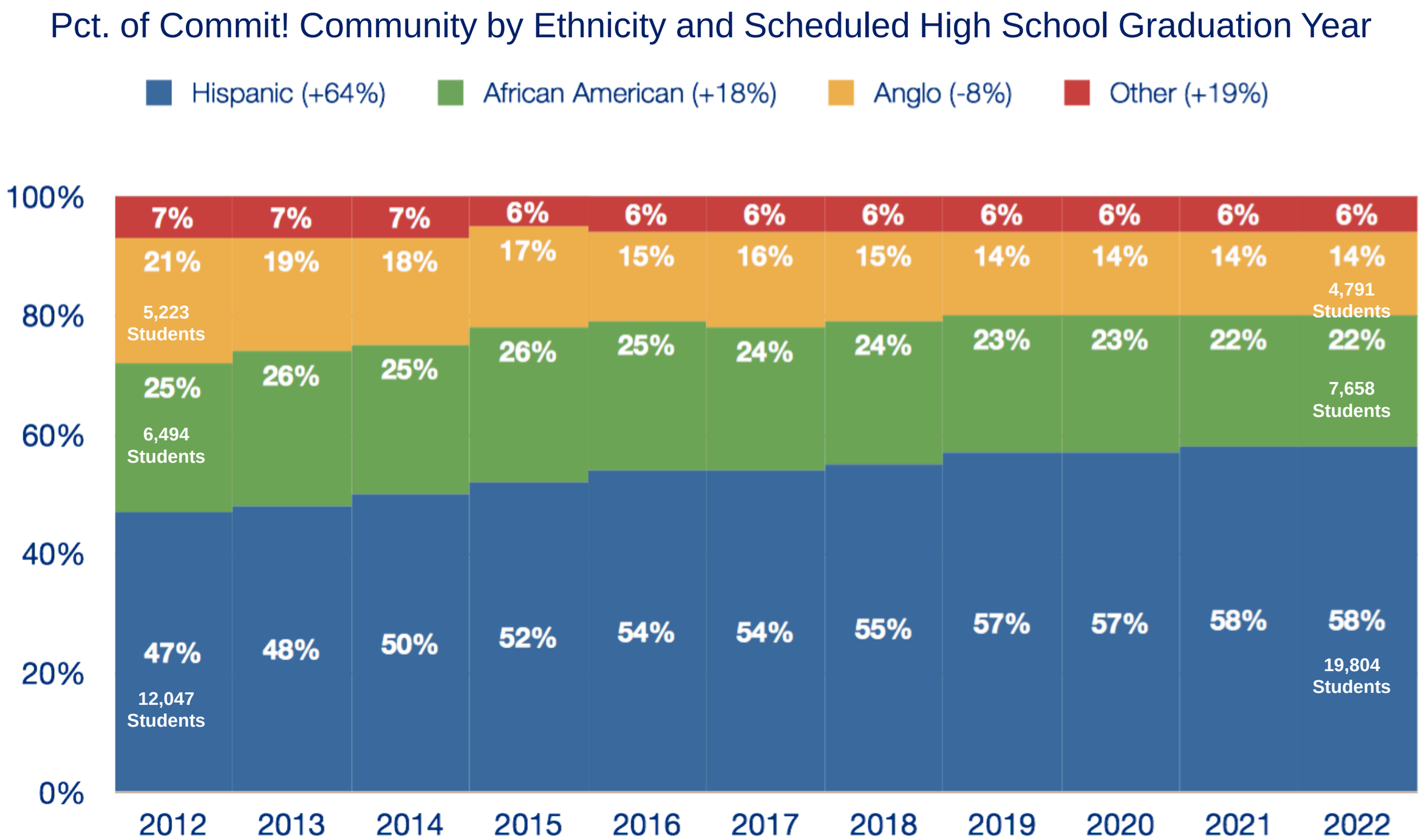
Incredibly Broad Disparities by Ethnicity



Source: Texas Education Agency AEIS Report 2010-11 for Dallas County Commit! Community

The Demographic Wave Coming in Future Years

Lowest College Readiness Levels Within Fastest Growing Populations



Source: AEIS 2010-11

Commit!
The Region’s Backbone Infrastructure

Other Educational Collaboratives Regionally and Nationally

State of Texas

- **E3 Alliance**, Central Texas (established 2007)
- **All Kids Alliance**, Greater Houston Area (8 county network - established 2011)

Nationally

Strive Network (goal of 25 Cradle-to-Career communities by 2015)*

Cincinnati, OH (established 2006)

East Bay/Oakland, CA

Richmond, VA

Milwaukee, WI

Boise, ID

Portland, OR

•*Network enables members to share expertise, identify and adapt programs that work and develop effective tools and resources that can be brought to bear on specific challenges.*

Commit!'s Academic Goals to Increase Post-Secondary Readiness and Needed Collaboration to Achieve Them

Academic Goals of Regional Strategic Plan:

1. Prepare <u>every student</u> to enter Kindergarten Ready to succeed in school

2. Ensure that <u>every student</u> has K-12 academic success and graduates from high school Post-Secondary Ready

3. Ensure that <u>every student</u> has the necessary skills and support to Access Post-Secondary Education and Succeed in Higher Ed, the Global Work Force, and life.

1,500+ Public and Private Entities

Early Childhood

200,000+ Children

15 School Districts
80+ Public Charter Schools

K-12 Education

460,000+ Students

Dallas County Community Colleges
Numerous 4-Yr. Institutions

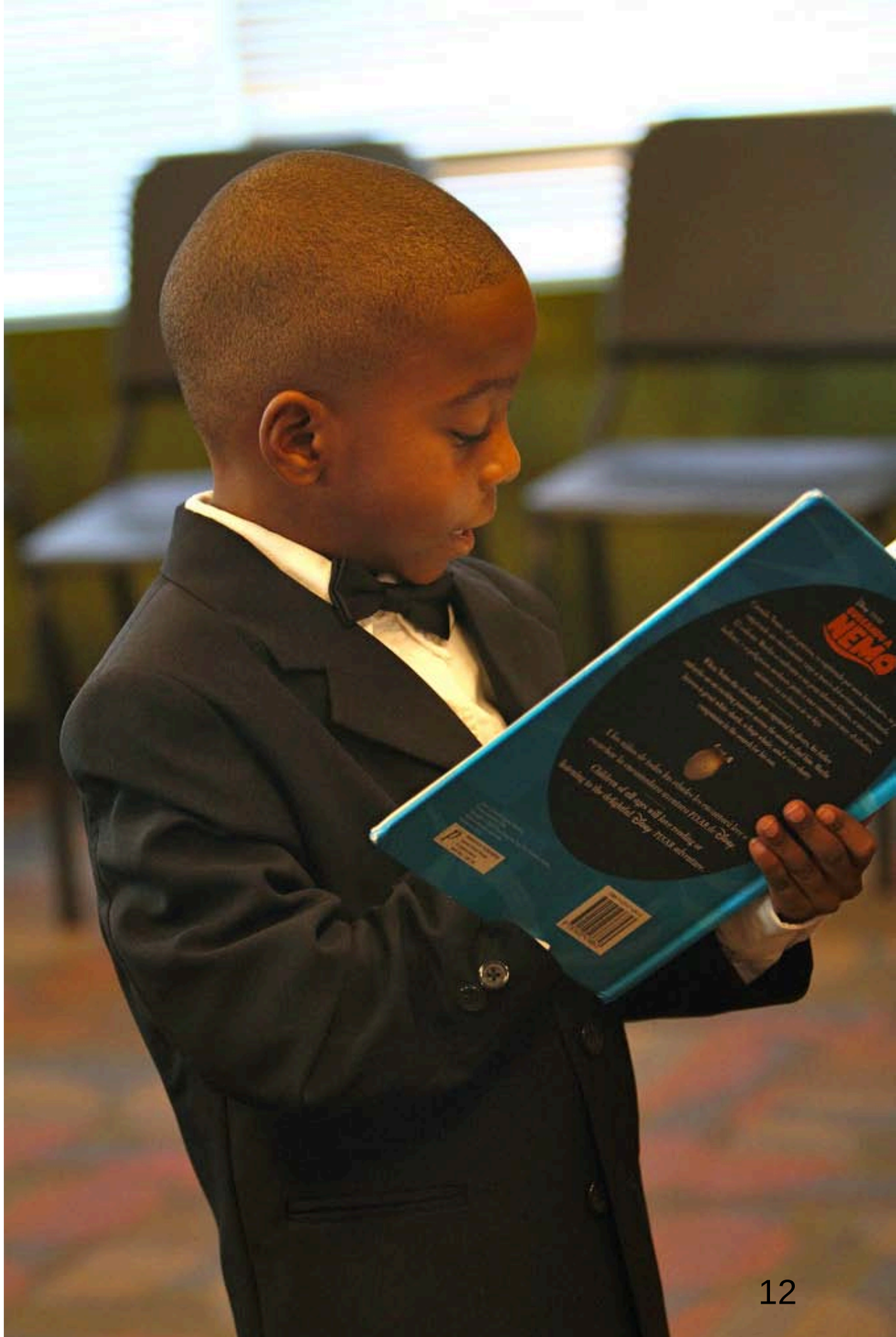
Higher Education

100,000+ Students

Various Non-Profits and Community Stakeholders Seeking to Support Including:

- Parental Engagement and Education
- Pre-K Education
- In School/ Out of School Programs
- Tutoring and Mentoring
- College Access and Persistence
- Health and Nutrition
- Teacher and Principal Training
- Business and Foundation Community

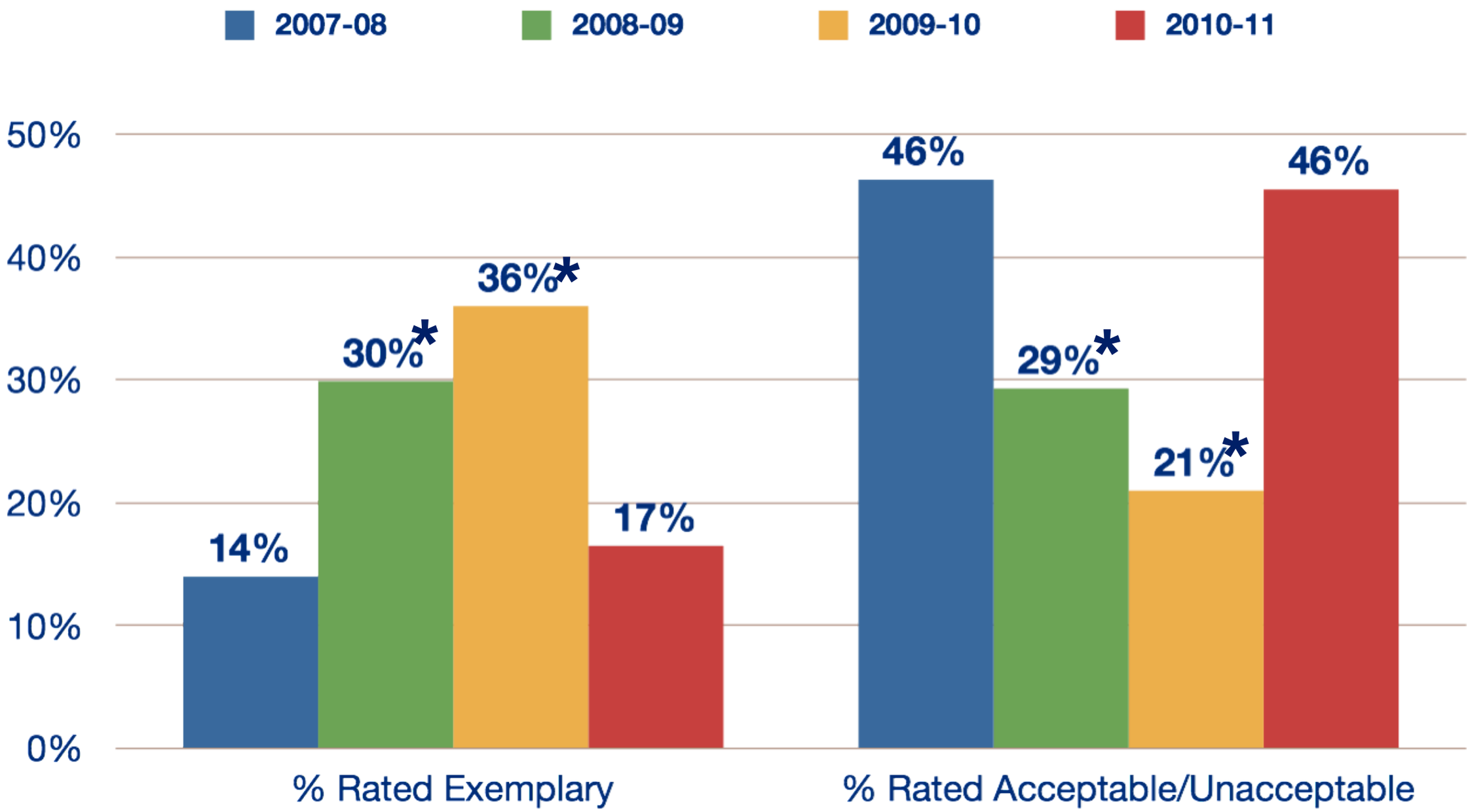
Accurately Measuring Academic Progress within the Commit! K-12 Community



Hard to Know Where We Are if State Standards Continually Move

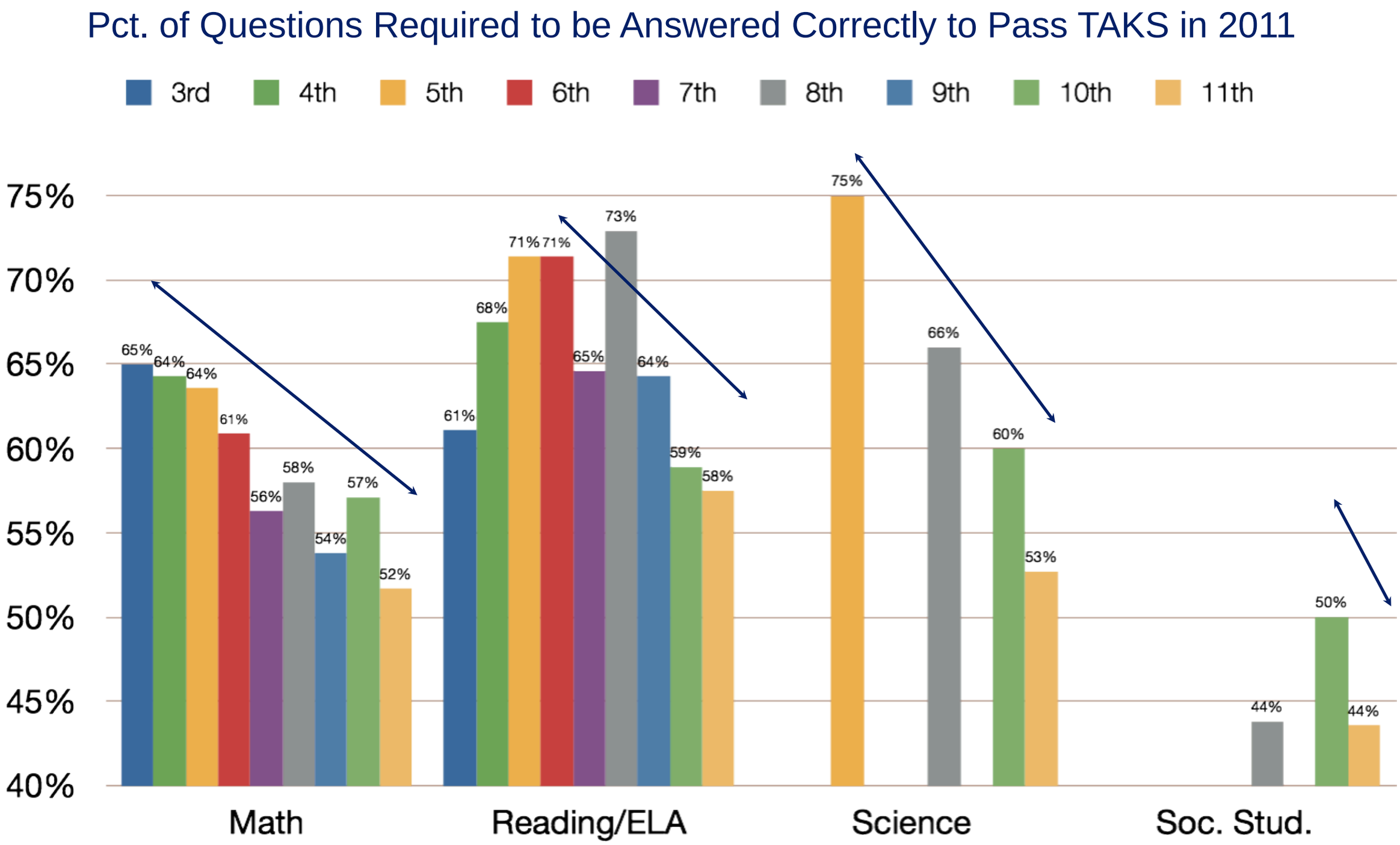
We Can't Be Twice as "Exemplary" (or Not) in One Year's Time

Pct. of Schools Statewide Receiving Highest and Lowest Ratings per State of Texas



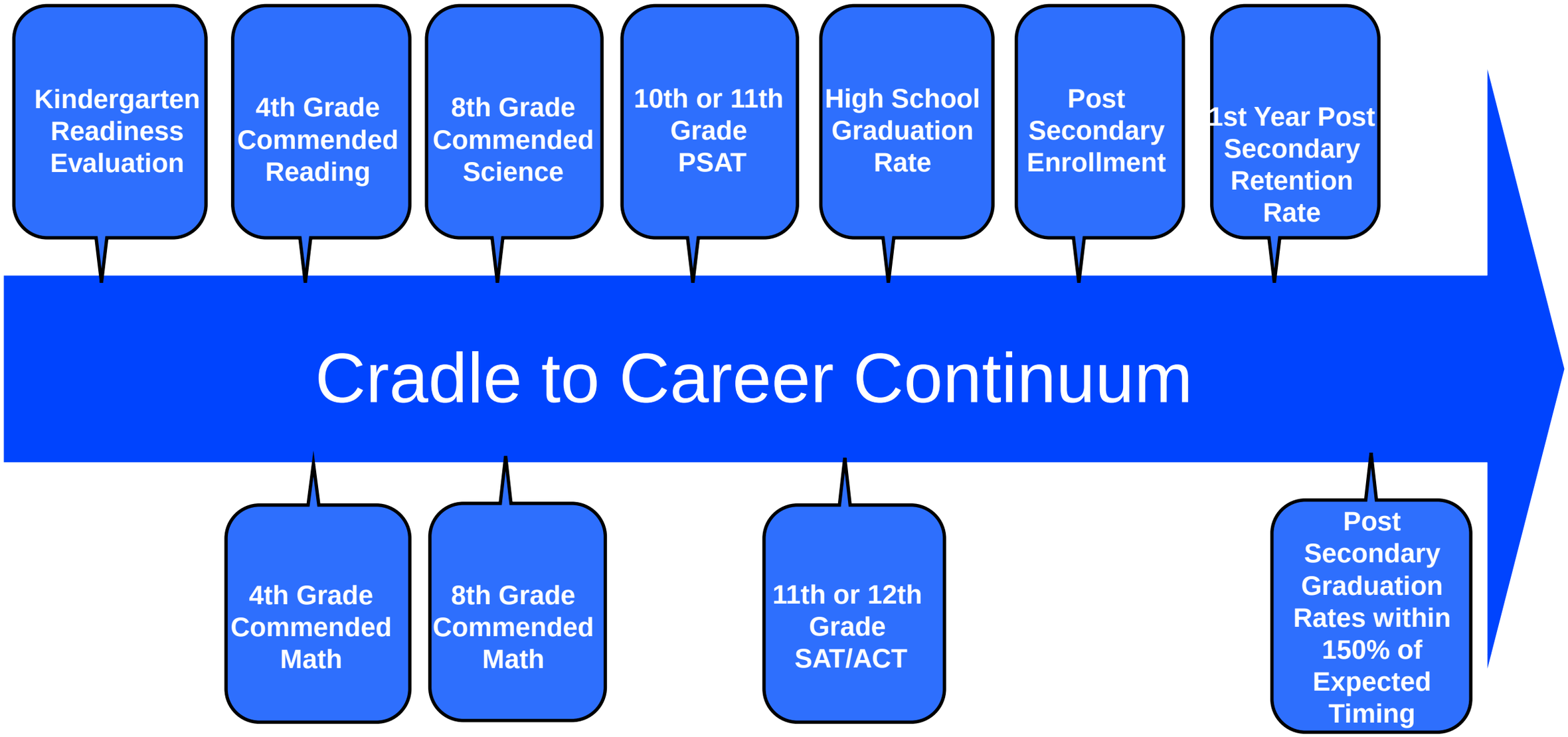
*** Note: In 2008-09 and 2009-10, TEA instituted a "growth adjustment" which effectively meaningfully reduced the score required to pass each state TAKS tests. The adjustment was removed in 2010-11.**

Why Commended vs. Passing? Truth Behind TAKS Scores
Difficulty Significantly Eases in Later Grades for Passing Rates



Commit!'s Cradle to Career Continuum

Outline of 11 Indicators Measuring Community Progress



Collective Commit! K-12 Community

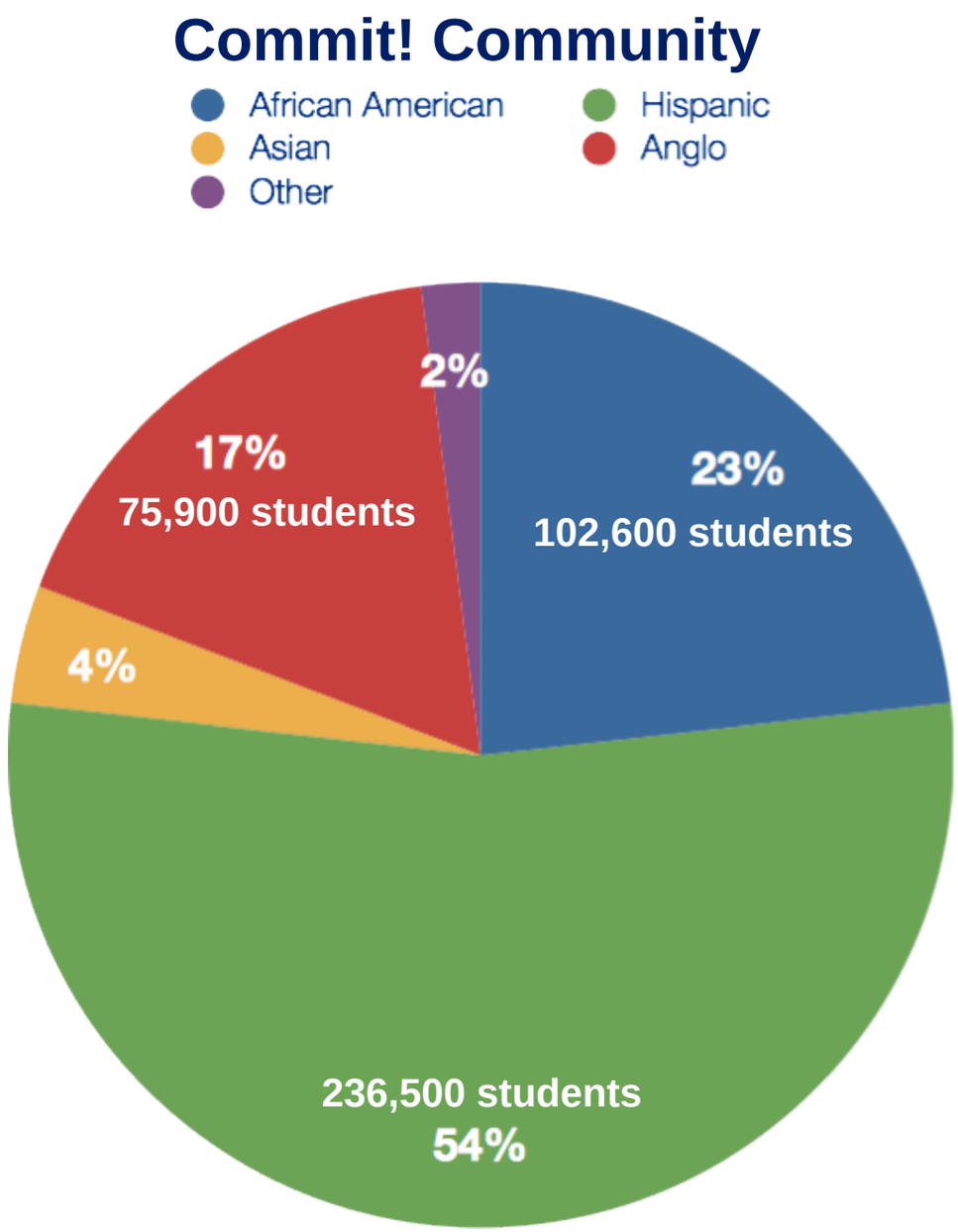
15 School Districts, ~446,000+ Students Enrolled in 2010-11 School Year

				Student Demographic Data 201-11 School Year							
	School District	Students in 2010-11	% of Total	African American	Hispanic	Anglo	Asian	Other	Econ. Disadv.	Ltd. Eng. Prof.	At Risk
1	Carrollton/Farmers Branch	26,075	6%	15%	53%	20%	11%	2%	60%	23%	46%
2	Cedar Hill	8,170	2%	65%	22%	9%	1%	3%	62%	5%	44%
3	Coppell	10,190	2%	5%	14%	53%	26%	3%	11%	8%	20%
4	Dallas	156,784	35%	25%	68%	5%	1%	1%	87%	38%	66%
5	DeSoto	9,165	2%	78%	16%	4%	0%	1%	66%	7%	40%
6	Duncanville	12,880	3%	42%	47%	8%	2%	2%	73%	13%	52%
7	Garland	57,614	13%	17%	48%	25%	8%	3%	59%	22%	49%
8	Grand Prairie	26,433	6%	17%	63%	14%	3%	3%	72%	25%	60%
9	Grapevine/Colleyville	13,614	3%	4%	20%	64%	8%	4%	20%	8%	22%
10	Highland Park	6,647	1%	0%	4%	90%	3%	2%	0%	1%	8%
11	Irving	34,140	8%	12%	71%	12%	4%	2%	81%	39%	65%
12	Lancaster	6,253	1%	77%	18%	3%	0%	1%	81%	7%	50%
13	Mesquite	37,653	8%	25%	48%	22%	2%	3%	66%	18%	48%
14	Richardson	35,977	8%	23%	38%	29%	7%	3%	57%	23%	44%
15	Uplift Education	4,676	1%	14%	54%	9%	17%	1%	57%	20%	43%
	Total	**446,271**		**23%**	**53%**	**17%**	**4%**	**2%**	**69%**	**27%**	**54%**

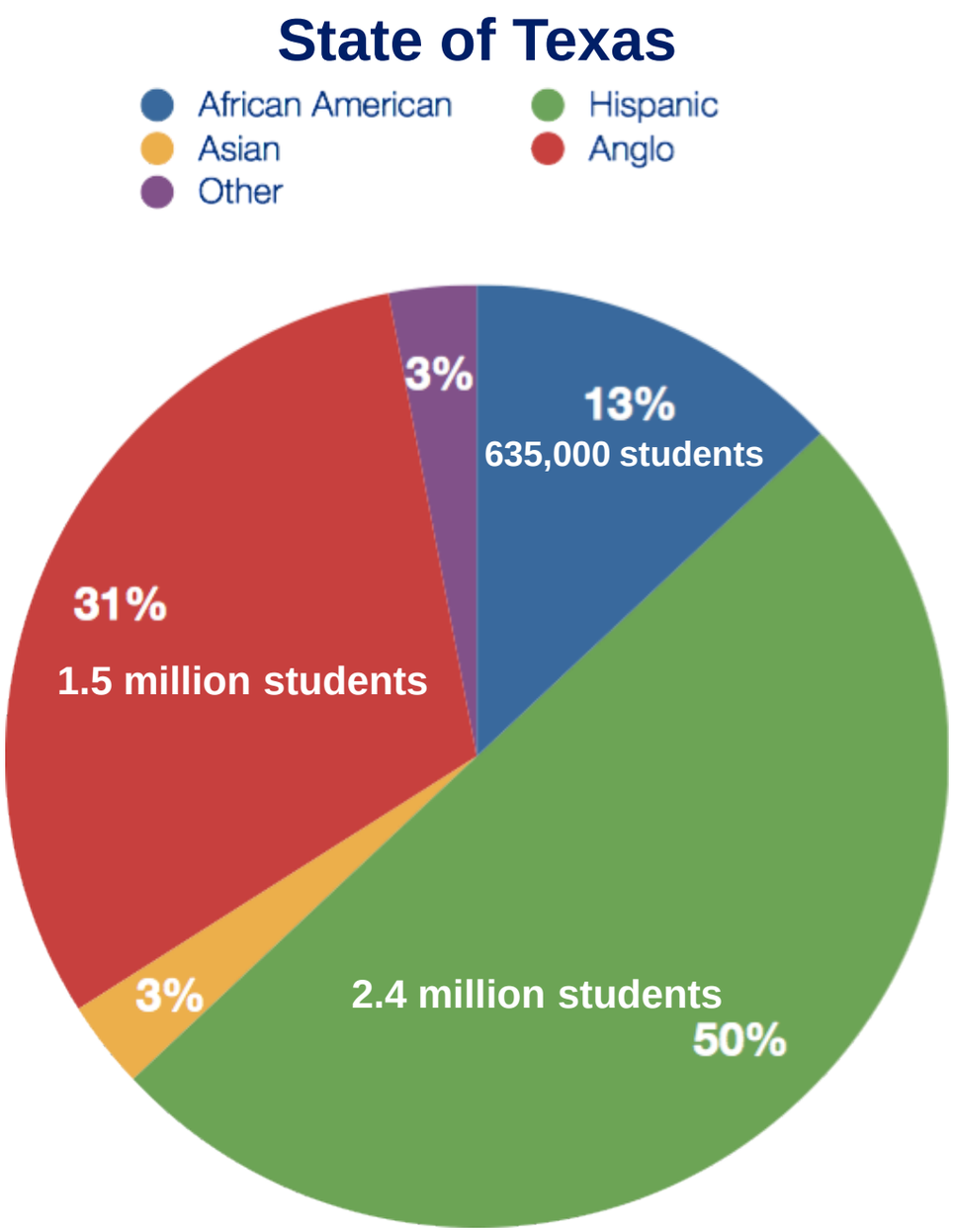
Note: For districts to be included they must educate more than 3,000 students within schools located in Dallas County across grades K-12

Commit! K-12 Community vs. State 2010-11

Meaningful Component of State Population Representing More Students of Color



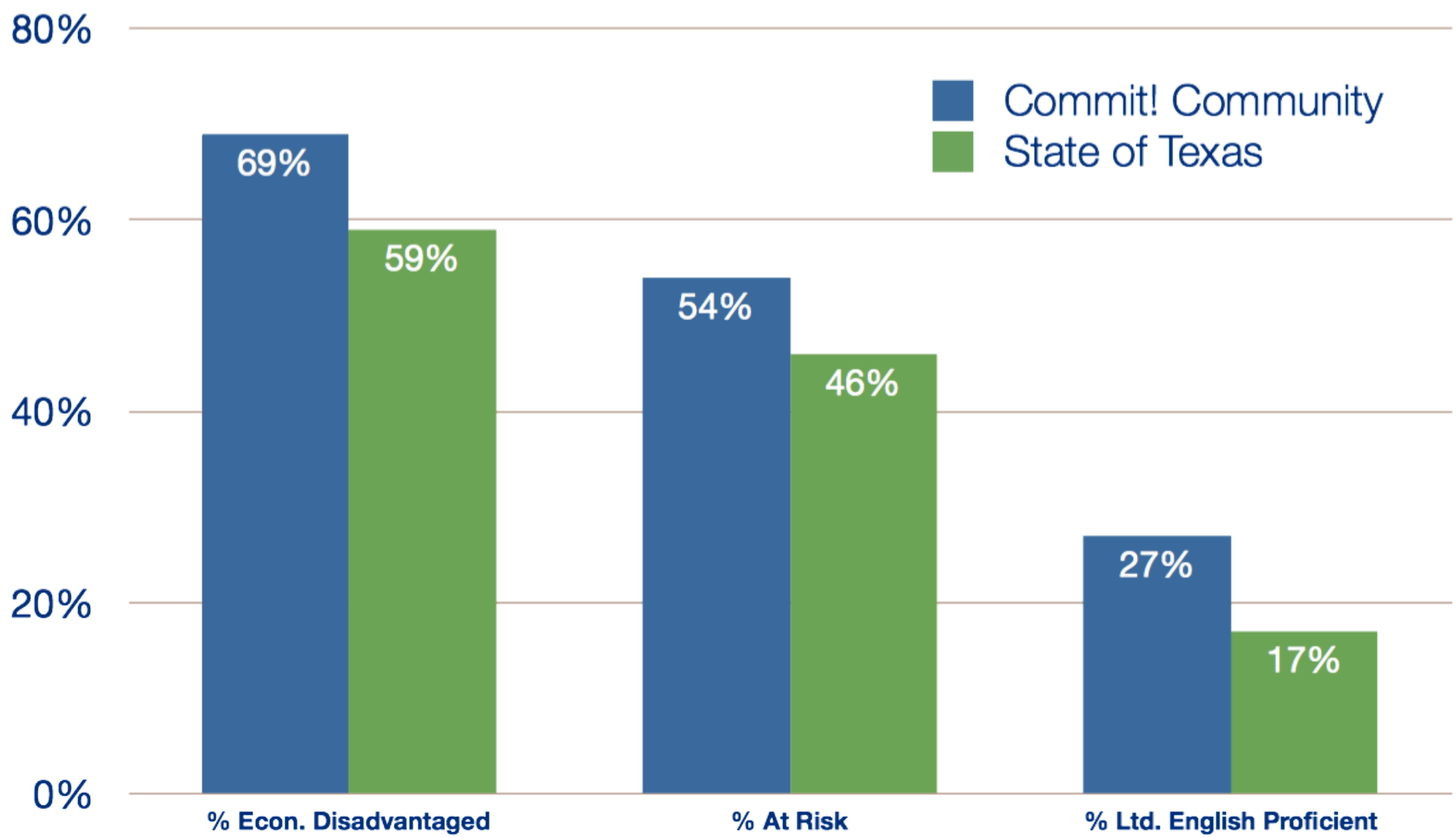
446,000 Public School Students (9% of state)



4.9 Million Public School Students

Commit! K-12 Community vs. State 2010-11 (cont'd)

Higher Poverty/At-Risk Levels with Greater % of *English Language Learners*



Current Communication of Academic Progress by State

Hard to Find, Navigate and Understand

T E X A S E D U C A T I O N A G E N C Y
Academic Excellence Indicator System
2010-11 District Performance

District Name: DALLAS ISD
District #: 057905

Indicator:	State	Region 10	District	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Econ Disad	LEP	At Risk
5-Year Extended Completion Rate (Gr 9-12) @														
Class of 2009														
Graduated	85.1%	84.7%	74.4%	73.1%	74.3%	80.3%	71.0%	n/a	n/a	n/a	61.7%	81.3%	55.3%	70.1%
Received GED	1.9%	1.6%	0.9%	0.7%	0.8%	2.2%	0.0%	n/a	n/a	n/a	0.2%	0.5%	0.3%	0.9%
Continued HS	2.1%	2.1%	2.9%	2.2%	3.5%	0.9%	9.7%	n/a	n/a	n/a	6.5%	2.2%	4.8%	4.0%
Dropped Out	10.8%	11.6%	21.9%	23.9%	21.4%	16.6%	19.4%	n/a	n/a	n/a	31.6%	16.0%	39.5%	25.0%
Class of 2008														
Graduated	83.4%	82.3%	70.9%	69.7%	70.9%	74.5%	64.7%	n/a	n/a	n/a	59.4%	72.8%	49.2%	61.8%
Received GED	2.1%	1.8%	1.5%	1.4%	1.0%	5.4%	8.8%	n/a	n/a	n/a	1.2%	1.2%	0.4%	1.7%
Continued HS	2.4%	2.5%	2.6%	2.2%	3.0%	1.2%	0.0%	n/a	n/a	n/a	6.3%	2.0%	6.0%	3.7%
Dropped Out	12.2%	13.3%	25.1%	26.7%	25.1%	18.9%	26.5%	n/a	n/a	n/a	33.1%	23.9%	44.4%	32.9%
Completion Rate II (Graduates, Continuers, and GED) @ (AEA Indicator)														
Class of 2010	92.7%	92.5%	86.8%	83.4%	88.5%	86.8%	91.9%	n/a	n/a	n/a	77.3%	90.1%	77.1%	84.4%
Class of 2009	90.6%	90.1%	80.9%	78.6%	81.8%	84.3%	82.8%	n/a	n/a	n/a	71.1%	85.0%	68.0%	78.8%
Completion Rate I (Graduates and Continuers) @ (Standard Accountability Indicator)														
Class of 2010	91.4%	91.7%	86.1%	82.7%	88.1%	84.9%	89.2%	n/a	n/a	n/a	76.9%	89.7%	76.5%	83.8%
Class of 2009	89.2%	89.0%	80.4%	78.1%	81.3%	82.4%	82.8%	n/a	n/a	n/a	70.9%	84.6%	67.8%	78.3%
COLLEGE READINESS INDICATORS														
Advanced Course/Dual Enrollment Completion @														
2009-10	26.3%	27.9%	29.1%	25.7%	28.3%	48.9%	48.0%	44.6%	40.9%	31.5%	6.3%	27.9%	16.0%	18.2%
2008-09	24.6%	26.5%	27.3%	24.1%	26.7%	48.9%	36.0%	n/a	n/a	n/a	5.9%	25.9%	13.6%	17.3%
RHSP/DAP Graduates @														
Class of 2010	82.7%	83.2%	88.8%	82.7%	91.9%	89.2%	87.9%	95.2%	*	61.1%	14.7%	88.8%	83.8%	82.7%
Class of 2009	82.5%	82.7%	88.3%	83.0%	91.5%	87.6%	88.9%	n/a	n/a	n/a	13.0%	88.4%	76.8%	82.8%
AP/IB Results @														
Tested														
2010	22.7%	27.7%	35.1%	30.4%	33.6%	64.6%	50.0%	60.7%	55.6%	20.5%	n/a	n/a	n/a	n/a
2009	21.2%	26.5%	33.8%	28.1%	32.8%	66.0%	43.5%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Examinees >= Criterion														
2010	50.8%	54.8%	30.0%	12.9%	30.7%	58.8%	44.1%	49.1%	20.0%	33.3%	n/a	n/a	n/a	n/a
2009	51.2%	53.7%	28.8%	12.0%	29.9%	57.6%	35.0%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Scores >= Criterion														
2010	46.7%	49.7%	22.8%	12.5%	20.1%	46.3%	23.0%	33.9%	8.3%	28.6%	n/a	n/a	n/a	n/a
2009	47.4%	50.0%	23.7%	11.2%	20.5%	48.9%	23.1%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Texas Success Initiative (TSI) - Higher Education Readiness Component														
Eng Lang Arts 2011	66%	70%	60%	56%	60%	77%	81%	62%	*	40%	15%	57%	22%	44%
2010	60%	63%	51%	50%	48%	74%	67%	57%	80%	54%	15%	47%	15%	37%
Mathematics 2011	69%	72%	63%	54%	65%	77%	72%	76%	*	69%	15%	61%	41%	45%
2010	66%	67%	58%	49%	60%	81%	76%	77%	> 99%	41%	18%	56%	36%	40%

Goals 1 and 2 of Commit! K-12 Community: Every Student Will Enter School KINDERGARTEN READY and Will Subsequently Succeed Academically and GRADUATE from High School with College and/or Career Ready Skills!

Collective Commit! Community (15 School Districts, 446,271 Students Enrolled in 2010-11 School Year)

		2010 Achievement Gap		2011 Achievement Gap		2010 % of Region Proficient (Baseline Year)	2011 % of Region Proficient (Current Year)	Current Target Benchmark for 2015	Change in Regional Proficiency Level Since Prior Year	Change in Regional Proficiency Level Since Baseline Year
		District at Low End of Range	District at High End of Range	District at Low End of Range	District at High End of Range					
% of Students Kindergarten Ready		TBD	TBD	TBD	TBD	TBD	TBD	% TBD in (2013)	TBD	TBD
4th Grade Math Commended		23% 56 pts. 79%		25% 52 pts. 77%		37%	37%	% TBD in (2013)	no change	no change
4th Grade Reading Commended		16% 52 pts. 68%		26% 53 pts. 79%		27%	35%	% TBD in (2013)	8 pts.	8 pts.
8th Grade Math Commended		5% 63 pts. 68%		13% 53 pts. 66%		22%	22%	% TBD in (2013)	no change	no change
8th Grade Science Commended		6% 55 pts. 61%		13% 44 pts. 57%		27%	28%	% TBD in (2013)	1 pt.	1 pt.
National Percentile of Avg. Reading/Math Score on Pre-SAT/ACT (10th/11th Grade)		TBD	TBD	TBD	TBD	TBD	TBD	% TBD in (2012)	TBD	TBD
Four Year High School Graduation Rate		68% 31 pts. 99%		75% 23 pts. 98%		79%	81%	% TBD in (2012)	2 pts.	2 pts.
		Class of 2009		Class of 2010						
SAT/ ACT	% of 12th Grade Taking SAT and/or ACT	42% 58 pts. 100%		41% 50 pts. 91%		62%	65%	% TBD in (2012)	3 pts.	3 pts.
SAT/ ACT	Average SAT/ACT Score	806/16.3	1203/26.1	801/15.4	1196/26.2	969/20.0	960/20.0			
SAT/ ACT	% of Testers ≥ College Ready Standard	3% 72 pts. 75%		1% 71 pts. 72%		26%	25%	% TBD in (2012)	1 pt.	1 pt.
% of Class Enrolling in Post Secondary Education ("PSE")		Class of 2009		Class of 2010		TBD	TBD	% TBD in (2012)	TBD	TBD
		TBD	TBD	TBD	TBD					
% Returning to PSE After 1 Yr.		Class of 2008		Class of 2009		TBD	TBD	% TBD in (2012)	TBD	TBD
		TBD	TBD	TBD	TBD					

Examples of Outlier Performance Among 30 Largest Local Districts

What is Each District Doing? How Can Its Best Practices be Shared?

District	Rank in % of Non Econ. Disadvantaged Students	Outlier Performance
District A	**30th** *(87% F&R Lunch)*	**9th** in % Taking AP Tests; **12th** in Dual Enrollment Completion; **11th** in % Taking SAT/ACT; increased four year graduation rate from **68% to 75%** in one year
District B	**29th** *(81% F&R Lunch)*	**8th** in % Taking SAT/ACT; increased 8th grade Math and Science Commended rates **9 and 13 pts**, respectively from 2009-10 to 2010-11 school years
District C	**28th** *(81% F&R Lunch)*	Increased 4-year graduation rate from **78% to 83%** in one year; **18th** in % Taking SAT/ACT
District D	**25th** *(72% F&R Lunch)*	Increased 4-year graduation rate from **75% to 84%** in one year; **11th** highest completion rate
District E	**24th** *(66% F&R Lunch)*	**4th** in % Taking SAT/ACT; **13th** in average attendance rate
District F	**23rd** *(65% F&R Lunch)*	**17th** in Math and Science commended rates; **14th** in 4-Yr. Graduation Rate; **5th** highest attendance rate
District G	**18th (tie)** *(57% F&R Lunch)*	**8th i**n Math and Science commended rates; **7th** in % Taking AP Tests and SAT/ACT; **10th** highest in average SAT and ACT score; **9th** in % of students with college ready entrance exam
District H	**18th (tie)** *(57% F&R Lunch)*	**2nd** in % Taking SAT/ACT; increased 8th grade Science commended rates by **11 pts (37% to 48%** from 2010 to 2011 school year)
District I	**6th** *(20% F&R Lunch)*	**2nd** in % Taking AP Tests; **3rd** in % Taking SAT/ACT; increased 8th grade Science commended rates by **4 pts (41% to 45%** from 2010 to 2011 school year)

Source: Texas Education Agency data for 30 largest districts in Dallas, Tarrant and Collin Counties.

Commit! Higher Ed Institutions

Goal 3 of Commit! Higher Education Community: Every!student!has!the!necessary!skills!and!support!to!access!and!succeed!in!college!and/or!the!global!work!force.!

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Collective Commit! Community (Fourteen Four-Year Colleges, 102,505 Students Enrolled in 2010 School Year)

	2010 Achievement Gap		2011 Achievement Gap		(Baseline Year) 2010 Regional Average	2011 Regional Average	Current Target Benchmark for 2015	Change Since Prior Year	Change Since Baseline Year
	Low End of Range	High End of Range	Low End of Range	High End of Range					
Full!time!1st!Yr.!Retention!!	47% 42 pts. 89%		%!TBD!	%!TBD!	73%!	%!TBD!	%!TBD!	! TBD	! TBD
Pct.!Grad.!In!100%!! (4!Yrs.)!	2% 72 pts. 74%		%!TBD!	%!TBD!	34%!	%!TBD!	%!TBD!	! TBD	! TBD
Pct.!Grad.!In!150%!! (6!Yrs.)!	9% 70 pts. 79%		%!TBD!	%!TBD!	50%!	%!TBD!	%!TBD!	! TBD	! TBD

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Collective Commit! Community (Seven Dallas County Community Colleges, 81,365 Students Enrolled in 2010 School Year)

	2010 Achievement Gap		2011 Achievement Gap		(Baseline Year) 2010 Regional Average	2011 Regional Average	Current Target Benchmark for 2015	Change Since Prior Year	Change Since Baseline Year
	Low End of Range	High End of Range	Low End of Range	High End of Range					
Full!time!1st!Yr.!Retention!!	50% 16 pts. 66%		%!TBD!	%!TBD!	58%!	%!TBD!	%!TBD!	! TBD	! TBD
Pct.!Grad.!In!150%!! (3!Yrs.)!	5% 7 pts. 12%		%!TBD!	%!TBD!	9%!	%!TBD!	%!TBD!	! TBD	! TBD
Pct.!Grad.!+!Transfer!Out!Rate!	35% 14 pts. 49%		%!TBD!	%!TBD!	43%!	%!TBD!	%!TBD!	! TBD	! TBD

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Discussion of Kindergarten Readiness and the Importance of Age 0-5 Education

“All Things Lead to the Beginning”

Early Childhood Ed and Kindergarten Readiness
What Are the Challenges?

- **Huge Population**- As of 2010, approximately 230,000+ children ages 0-5 live in Dallas County.
- **Incredibly Fragmented Number of Providers -** There are 1,516 regulated child care facilities in Dallas County including 686 child care centers and 830 licensed child care centers located in a family residence. The largest providers are (i) individual school districts offering 1/2 day or full day Pre-K for qualified students (DISD is the largest at roughly 8,500 students served) and (ii) Head Start (which serves roughly 4,600 children).
- **Broad, Disparate Level of Quality -** Of the 1,516 regulated child care facilities, only 206 (14%) are recognized by Texas Rising Star or NAYEC for quality**. Roughly 25% of County zip codes have NO recognized facilities.**
- **Lack of Longitudinal Tracking -** Public school districts generally do not track where, if any, their students received early childhood education. Early childhood providers generally do not track their alumni other than anecdotally. As a result, data cannot be used to help scale the more effective early childhood educators, and EC providers gain little feedback on how their students did in K-12.
- **Broad Number of Tests, Not All Given at Entry with Only Half Nationally Normed -** the 15 school districts within Commit! administer 14 different tests at varying points during Kindergarten. Some test only literacy; others are multi-dimensional.

Early Childhood Ed and Kindergarten Readiness
Where Do We Go From Here?

- Close the achievement gap before the kids reach school age.
- Collaborate with providers to create a data system that adequately tracks students from early childhood providers to success in PreK and beyond.
- Define the skills necessary to be successful in school and consistently assess students across districts in Dallas County.
- Identify best practices and scale what works.
- Increase public awareness and resources directed toward early childhood.
- Create networks of providers that will actionably address and help solve the greatest issues negatively impacting children in the earliest years.

Discussion/Q&A