



## Northeast Denver Innovation Zone - Innovation Review 2023



### Executive Director Summary

[See Full Plan](#)

#### Why is it important for NDIZ to remain a zone?

- NDIZ students academically outperform students in DPS managed schools.
- NDIZ zone and school plans are created by local educators.
- NDIZ schools have more flexibility in budget, curriculum, and hiring than DPS managed schools, which allows them to make local decisions for their students and families.
- NDIZ schools receive increased financial resources through an alternative funding model whereby zone schools receive a higher proportion of their per pupil dollars from the district for local decision making.
- NDIZ has an independent Board of Directors and access to resources and funding in the educational innovation community.
- NDIZ offers schools the opportunity to pool resources and construct a responsive support team tailored to the needs of schools in the Zone.
- NDI partners with DPS Central Office to meet the needs of students and staff.

#### Zone Mission & Vision

**Mission:** We are a collective of innovative schools in Northeast Denver that empower leaders and educators, in partnership with our communities, to innovate practices that result in authentic, relevant, and challenging education for students in schools that are unwaveringly committed to agency, equity, and innovation.





**Vision:** The Northeast Denver Innovation Zone is an innovation laboratory that empowers and supports educators to innovate practice to respond to each student's needs. NDIZ graduates are inquiring, knowledgeable, and caring young people who thrive *today* and develop the skills and agency to become innovators of good *tommorrow*.




EQUITY FOCUSED.

LOCAL DECISIONS.

ACADEMIC RESULTS.

## Zone Strategies

Common Interest	Strategy to Support NDIZ School Strategies
<p>Equity through a Common Instruction Model</p> 	<ul style="list-style-type: none"> <li>• Ensure all educators have clarity for high expectations for student learning aligned to state academic standards, International Baccalaureate and Expeditionary Learning big ideas</li> <li>• Create learning structures that launch each student to create authentic opportunities to drive their learning and highlight their thinking.</li> <li>• Make visible changes in learning structures to increase student reflection, agency and ownership of learning</li> <li>• Refine systems of data analysis followed by innovative response at Zone/School level to decrease persistent achievement gaps in Northeast Denver.</li> </ul>
<p>Equity through... Applying Research-Based Strategies</p> 	<ul style="list-style-type: none"> <li>• Create Learning Laboratory for leaders and teachers where educators are supported to take risks, to ideate, prototype, and evolve practice to engage each student.</li> <li>• Refine systems of data analysis and innovative response at the Zone and School level to decrease persistent achievement gaps in Northeast Denver.</li> <li>• Implement structures to design and refine school/zone professional learning aligned to national professional learning standards.</li> </ul>
<p>Equity through Inclusive Learning Design</p> 	<ul style="list-style-type: none"> <li>• Study and implement inclusive and empowering learning for students with special education needs.</li> <li>• Use data and current NDIZ school expertise to design and monitor a special education system where student needs are met, teacher workload is sustainable, and enrollment in special education is not predictable by race.</li> <li>• Ongoing training for paraprofessionals and teachers who support students with special needs.</li> </ul>
<p>Equity through Student Ownership</p> 	<ul style="list-style-type: none"> <li>• Design and implement student voice systems to promote equity and belonging across Northeast Denver.</li> <li>• Connect students to community decision makers as they learn new content.</li> <li>• Support educators to promote student voice in and across Zone..</li> <li>• Connect students across the Zone to make meaningful innovation in the community. Support students to build networks to continue community innovation beyond school.</li> </ul>

<p>Equity through highly trained educators</p> 	<p>Recruit, retain, and support high quality educators, especially educators of color</p> <p>Teacher Leadership</p> <ul style="list-style-type: none"> <li>• Create leadership, teacher, and paraprofessional pathway.</li> <li>• Implement teacher leader cohorts and apprentice principal model.</li> <li>• Hire teacher leaders as NDIZ Zone staff.</li> <li>• Learning Laboratory for principals, leaders, teachers.</li> <li>• University Site Schools in Zone to train upcoming teachers and leaders.</li> <li>• Zone New educator Support.</li> <li>• Organizing Innovation Zone hiring fairs December and February.</li> <li>• Mental Health support for educators.</li> <li>• Increased pay for Zone subs to increase likelihood of coverage, in accordance with school-level compensation philosophies</li> </ul>
<p>Equity through Family engagement that supports students to thrive.</p> 	<p>Experiences for Families:</p> <ul style="list-style-type: none"> <li>• Ongoing learning that provides families with actions to support their student’s learning.</li> <li>• Community conversations on local issues .</li> <li>• Events to build the school community.</li> <li>• Family walkthroughs to collect data and innovate school operations.</li> </ul> <p>Experiences For Educators</p> <ul style="list-style-type: none"> <li>• Ongoing learning and sharing family engagement strategies.</li> <li>• Dedicated time and protocols to communicate with and engage families.</li> <li>• Share Zone staff to support family engagement</li> </ul>
<p>Equity through... Ongoing collaboration with NDIZ educators</p> 	<ul style="list-style-type: none"> <li>• Ongoing space and time for collaboration and innovation through innovation Learning Labs.</li> <li>• Communities of Practice.</li> <li>• Teacher and Community Advisory Committees.</li> <li>• Zone-wide articulation sessions to improve the student learning experience.</li> </ul>