

Durham Public Schools FOUNDATION

A COMMUNITY CALL TO ACTION TO
SUPPORT AND ACCELERATE THE TRANSFORMATION OF
OUR DURHAM PUBLIC SCHOOLS



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Durham Public Schools FOUNDATION

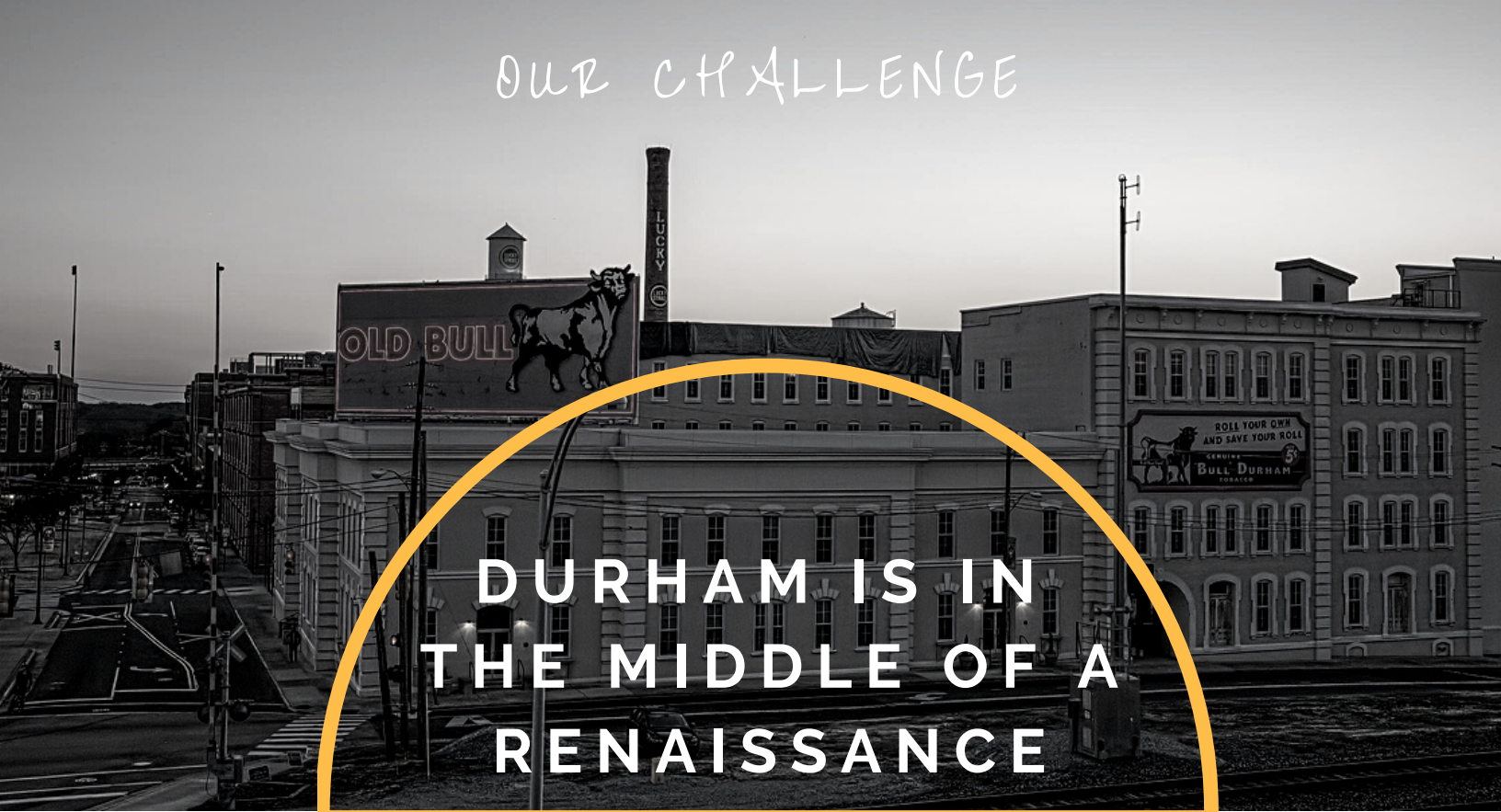
We believe the 33,000+ students in Durham Public Schools are our future. Ensuring every student in Durham attends a school where they develop a love for learning and skills to thrive in career and life is both a **moral and an economic imperative**. There's nothing more important to Durham's future than strengthening our public schools.

The DPS Foundation (DPSF) is led by community and business leaders and DPS students, educators, alums, and parents. We're an independent, nonprofit organization that builds community support and investment in our public schools.

We do more than provide funds - we're innovators, working with partners across our community to develop, pilot and scale strategies that will accelerate the transformation of public education.

This Annual Report from DPSF's launch year of 2018-19 lays out DPSF's role in supporting and helping to accelerate the transformation of Durham Public Schools, how the foundation launched and what drives us, our ambitious goals and strategy moving forward, and **how you can be part of this community-led effort**.

OUR CHALLENGE



DURHAM IS IN
THE MIDDLE OF A
RENAISSANCE

BUT OUR
PUBLIC SCHOOLS
ARE NOT YET

Community confidence
in our schools is low.

70%

... of Durham families enroll in DPS (vs. 80% statewide and 90% nationally). Of white families in Durham, only **50%** enroll in DPS. **21%** of community members feel that Durham ensures quality education for students.

Student achievement is
lagging and racial gaps
persist.

46%

... of students reached grade level proficiency in 2016-17 (on 3rd-8th grade EOGs). White students outperform state averages with **80%** proficiency while fewer than **40%** of black and Latino students reached proficiency, trailing state averages.

We aren't supporting
and retaining our
teachers.

25%

... of DPS teachers say they don't have adequate resources for professional growth. Every year we lose 20% of DPS teachers.

OUR OPPORTUNITIES



**DPS has
great momentum
and successes
to build on**

BRIGHT SPOTS



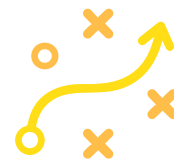
Exemplary DPS schools like City of Medicine Academy show a pathway for innovative approaches that prepare students for today's jobs.



Some subgroups of students in DPS significantly outperform their counterparts state-wide.



Every year DPS graduates go on to top colleges.



DPS has new leadership and an ambitious strategic plan that creates a vision for transforming DPS.

The DPS Foundation accelerates progress toward DPS's goals and builds new strategies for success by utilizing the strengths of our district and community.

OUR VISION

We work for a future Durham that has...



An engaged community that supports and invests in our public schools

DPS schools where every student develops a love for learning and skills to thrive in career and life

Empowered students, educators and families who create nurturing, challenging learning environments

“ THE BEST THING YOU CAN DO FOR DURHAM IS SUPPORT DURHAM PUBLIC SCHOOLS.

Send your kids to Durham Public Schools. Durham is stronger and each student better prepared to thrive in a diverse community when our children go to school together. ”

Mayor Steve Schewel



our values

OUR STUDENTS, EDUCATORS AND FAMILIES KNOW THEIR NEEDS AND OPPORTUNITIES. WE'RE HERE TO LISTEN TO THEM.

WE BELIEVE...

All children can succeed at the highest levels.

Students' and families' voices matter and they know what they need from schools in order to thrive.

Professional educators deserve support.

Public schools can lead in dismantling systemic racism when they address current and historic systems of inequality.

Public schools are crucial to a growing Durham with shared prosperity.

Impact is sustainable when we continuously learn and collect evidence for what works.



Our mission

is to catalyze big ideas and foster community engagement that will accelerate transformation of Durham Public Schools to ensure success and equity for every student.

DPS Foundation fills a unique role in Durham's education landscape by...



Providing a consistent and informed community voice for influencing, supporting and accelerating priorities and goals for Durham Public Schools.



Incubating innovative solutions that are led by our students, educators and families and working with the district to scale things that work.



Streamlining and increasing charitable giving across DPS that more equitably distributes resources to students and families.



Advocating for and driving policy and systems-level changes that lead to meaningful long-term improvements for students.



DPSF Board Member Joshua Gunn is a fourth generation Durham native, a proud graduate of Durham Public Schools and NC A&T State University and a parent of two future DPS students. Gunn is a wealth of knowledge of where Durham has been and a visionary champion for how Durham can grow.

"Strong public schools are the cornerstone of a strong community. Through DPSF we can create stronger relationships between Durham's business community and our public schools and create systemic change to create an equitable educational environment in Durham."

Joshua Gunn
Artist, Black August in the Park Co-Founder and
VP at Durham Chamber of Commerce

DPSF Board Member Javiera Caballero is a parent of 3 children in DPS, a public school community organizer, former PTA president, educator, and a product of the NC public school system. A Durham City Council Member, Caballero is also the first Latina to hold elected office in Durham.

"As a current DPS parent, and former teacher, education is my passion and ensuring all kids have access to excellent public schools is one of the most valuable goals we can work towards as a City. I believe education is the great equalizer and am excited about the work the DPS Foundation will do for all of our kids."

Javiera Caballero





```
def model():  
    items = ["a", "b", "c"]  
    items >> arr  
    return arr  
end
```

PRIORITIES

1

FOSTER EQUITY THROUGH INNOVATION

2

INVEST IN OUR PEOPLE

3

CHAMPION PUBLIC EDUCATION

GOALS

To ensure DPSF and our partners maintain focus on our strategic priorities and have accountability for the public and private resources invested in this effort, we intend to regularly measure and assess progress against the following goals. In addition, sub-metrics will be tracked to measure progress from year to year.

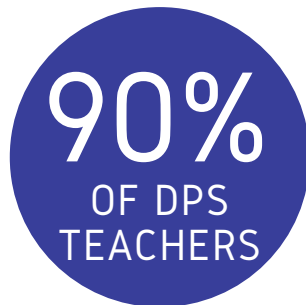
DPSF's strategies all align to 3 ambitious goals. These goals are our North Star - through collective action across Durham partners we can achieve these goals and transform public education in Durham.

By 2025...



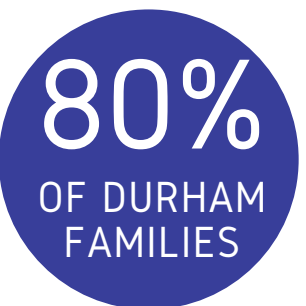
USE A CULTURALLY RESPONSIVE FRAMEWORK & HAVE INCREASINGLY EQUITABLE STUDENT OUTCOMES

Today, 25% of schools have implemented a research-based cultural framework with fidelity. Significant racial gaps persist, with Black and Latino DPS students underperforming their counterparts statewide (in contrast to white DPS students who outperform their counterparts statewide).



HAVE RESOURCES & SUPPORT THEY NEED FOR PROFESSIONAL GROWTH

Today, 75% of DPS teachers feel they have sufficient resources for professional development. DPS loses 1 in 5 teachers each year.



ENROLL IN DURHAM PUBLIC SCHOOLS

Today, 70% of Durham families with school-aged kids enroll in DPS, compared to 80% statewide and 90% nationally. Half of all white families and half of all families who are not economically distressed in Durham do not enroll in Durham's Public Schools. Currently, Black families are leaving DPS at the highest rate of any demographic. As a result, our schools are increasingly segregated - our students are not learning and growing together and families with the most resources are not invested in our public schools.

OUR
ROLE AND
STRATEGIES

PRIORITY 1

FOSTER EQUITY THROUGH INNOVATION

Our vision... students, educators, families and community leaders come together to create innovative, transformative learning environments that ensure all our students not only attend school together but thrive together.

OUR ROLE

Help to develop and incubate innovative ideas to meet students' needs, especially students of color.

Foster collaboration between students, educators and businesses and community leaders to bring new ideas, tools and resources to schools.

Support DPS and schools in implementing transformative frameworks for culturally responsive schools that drive equitable outcomes.

OUR PILOT STRATEGIES

Equity audit and sharing promising practices*:

Map where DPS schools are with equity practices and outcomes to identify areas of strength to expand and priorities moving forward. Engage with partners on developing a district-wide equity audit tool.

Coalition of parents of color: DPSF convenes parent groups representing historically marginalized families with the goal of sharing practices, developing new programming together and supporting the formation of a formal Latinx parent organizing group.

DPSF Student Leadership Board: During summer of 2019, DPSF will form student leadership within the organization to inform and help drive priorities.

Strategies in purple are already underway.

**DPSF is currently fundraising for these pilot strategies. They will launch as funding is secured.*

PRIORITY 2

INVEST IN OUR PEOPLE

Our vision... our students are empowered to drive meaningful changes that address challenges they identify in their schools. Great educators choose to work and stay in DPS because they feel valued as professionals and are provided meaningful support to grow and innovate.

OUR ROLE

Listen to and invest in needs identified by DPS students, families and educators.

Provide unique professional growth opportunities and support that cultivate educators' big ideas, advance their professional goals and respond to the most critical challenges facing DPS students.

Celebrate and empower DPS educators, students and families

OUR PILOT STRATEGIES

Micro-grants: students, educators and families receive funds for their ideas for developing or advancing projects to strengthen their schools and school communities.

Incubate new Student Innovation Experience & Fellowship*: A multi-part experience where students develop a big idea to address a big challenge in their school (e.g., preparing students for STEM careers) and either receive a micro-grant to implement or form a Fellows team and receive funds for year-long implementation of a pilot, coaching, and evaluation to assess scaling to more schools.

Launch Teacher Leadership Academy*: Developed in collaboration with statewide partners, this year-long experience creates a unique avenue for teachers to develop leadership skills and community connections with the goals of retaining and developing excellent educators.

PRIORITY 3

CHAMPION PUBLIC EDUCATION

Our vision... the Durham community supports and celebrates our public schools. Durham's public schools reflect the racial and socioeconomic diversity of Durham and embody culture and practices that equitably serve every student.

OUR ROLE

Advocate for policies and practices that will support and strengthen DPS.

Provide resources and tools for the Durham community to better understand DPS schools' successes, challenges and needs.

Develop avenues for the Durham community to engage with DPS.

Create compelling storytelling about DPS that builds community support for and investment in our public schools.

OUR PILOT STRATEGIES

Better Together: a partnership between local elected leaders and DPSF to support parents trying to decide where to enroll in school.

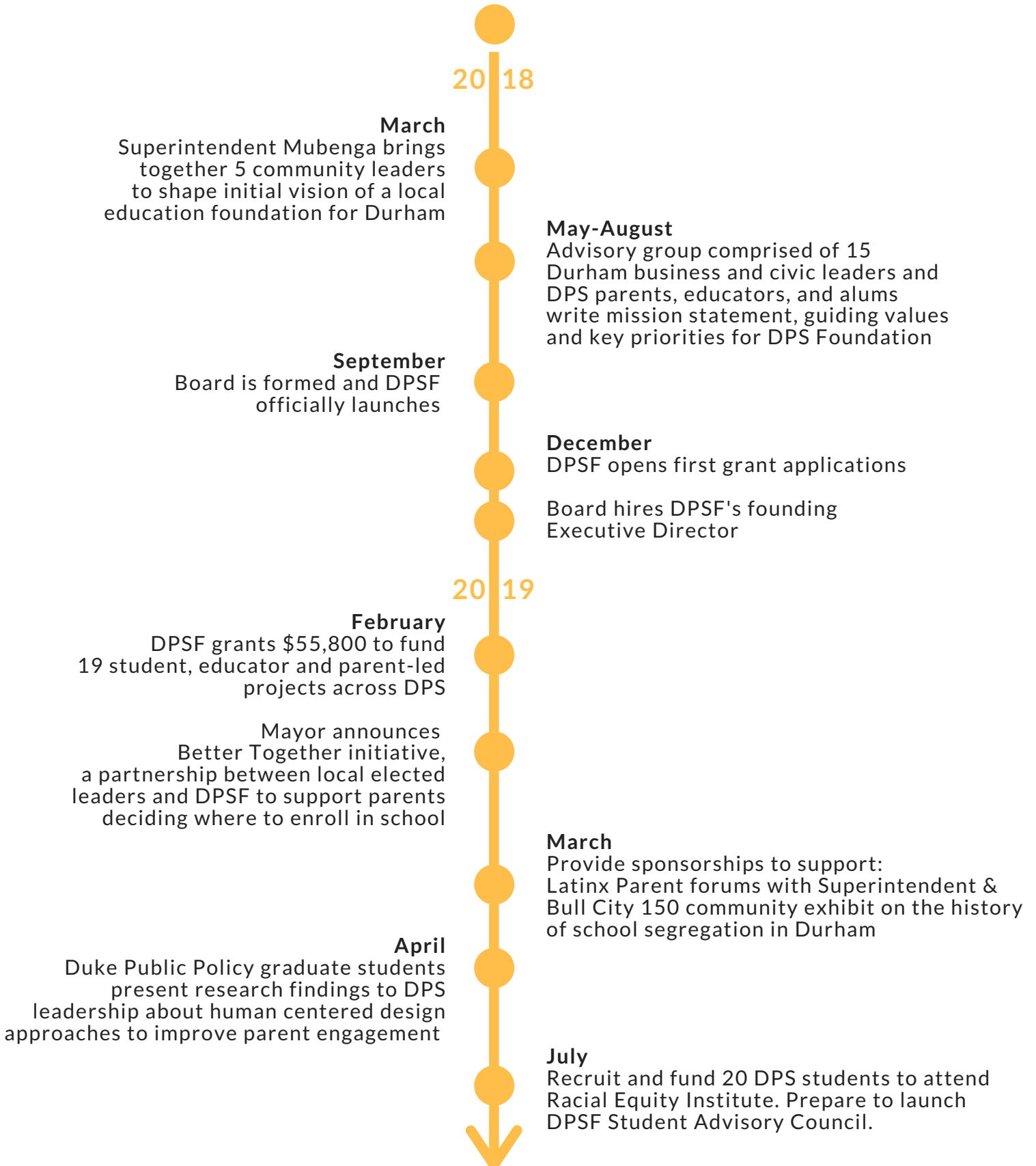
Develop evidenced-based strategies for engaging prospective parents: Through a year-long research partnership with Duke Center for Advanced Hindsight, identify strategies that shape families' school enrollment choices.

Principal trainings on school marketing*: Provide resources and training to principals on engaging prospective parents.

Education policy forums & platform*: Host convenings for community-wide education and discussion about state and local policies and develop a policy platform and strategies to advocate for those policies that are the highest priority for supporting and strengthening DPS.

Launch year in review

Since its official launch in September 2018, less than one year ago, the DPS Foundation has built a community-wide approach that holds enormous promise for bringing strategic investments and driving systemic change across our public schools.



what we accomplished together

Just 4 months after launching, DPSF invested the community's dollars back into our schools by providing \$55,800 to fund 19 student, educator and parent-led projects across DPS. These innovative projects included efforts such as:

Training & support for 15 teachers in Southwest Elementary's Two Way Language Immersion Program

Resource Center for Spanish-speaking families at Neal Middle

Hub Farm & CTE staff receive training to develop anti-racist practices and curriculum related to agriculture

Provide 5 sessions for the Scholar Academy for Latinxs United for Diversity

Engagement of Parents of African American Children in Middle Schools

9 teachers at Club Boulevard attend Responsive Classroom Training

Sensory garden and outdoor learning space at Lucas Middle

Grant Highlight: Students Reaching Out (SRO) Townhall

|| The SRO Town Hall was successful in giving youth voices to the topic of school safety. We had interesting discussions around whether or not school resource officers are a link to the school-to-prison pipeline in which all our questions and concerns were responded to from Durham representatives. We also had the chance as students and parents to voice our own experiences with racial discrimination in schools. Hopefully, this Town Hall gave those in power some ideas for new ways of handling our safety in schools. ||

- DPS Student who attended event



From the student organizers: Youth voices are often marginalized or tokenized on important issues that directly impact them such as school safety. The primary goal of this town hall was to create a youth-centered space that highlighted student voices and experiences. With the DPSF grant, we were able to enhance the accessibility of our event, making it more inclusive for non-native English speakers, physically disabled persons, and those who may potentially suffer from food insecurity.

OUR CHANCE

WE NEED YOU

There is great momentum to strengthen our public schools coming from educators, administrators, students and community leaders. The DPS Foundation exists to accelerate these efforts. Together, we can realize our vision of equitable, innovative schools across Durham.

But advancing our ambitious goals and strategies next year—and in the decades to come—requires resources and collaboration from all our community members.



WE'RE ASKING YOU TO JOIN US IN SUPPORTING AND INVESTING IN DURHAM'S FUTURE LEADERS

When you give to the DPS Foundation...

You pave the way for children across Durham to receive high-quality education.

You ensure Durham attracts, retrain and supports great educators who can excel.

You invest in transformative learning environments that ensure all students have the opportunity to thrive in years to come.

Together, we can make Durham a better place to live and learn—for everyone.

Join us! Learn how at

bullcityschools.org/donate

Our Team

Board of Directors

Governance Committee:

Jim Key, Retired DPS Asst. Superintendent - Chair

Zack Hawkins, UNC Chapel Hill - Vice Chair

Larry Herst, CEO Triangle Ecycling - Treasurer

Laurie Williamson, DPS Parent - Secretary

Fernando Campos, DPS educator

Dr. Kelvin Bullock, DPS Equity Affairs

Michelle Burton, DPS educator

Javiera Caballero, DPS parent, organizer

Drew Cummings, Durham County

Indira Everett, Duke Energy

Joshua Gunn, Chamber of Commerce

Matthew Hickson, DPS Assistant Principal

Adam Klein, Capitol Broadcasting

Justin Laidlaw, American Underground

Dr. Henry McKoy, NC Central University

Ann Rebeck, Scrap Exchange

Laura Helms Reece, CEO Rho, Inc

Amy Salo, Student U

Edna Wallace, RTI International



Circle of Advisors

Pascal Mubenga, DPS Superintendent

Steve Schewel, Durham Mayor

Bill Bell, Former Durham Mayor

Heidi Carter, County Commissioner

Marcia Morey, former District Court Judge

Bill McNeal, Former Wake Superintendent

Elaine O'Neal, NCCU School of Law Dean

Stelfanie Williams, Duke VP Durham Affairs

Staff

Magan Gonzales-Smith, Executive Director

Our team represents the Durham community and brings expertise as...

Durham Public Schools community members

12 DPS parents

6 DPS educators

4 DPS alums

Civic and business leaders

6 elected leaders

5 business leaders

Education policy leaders

4 education nonprofit leaders

2 former Durham Board of Education members

2 public school district superintendents

Our Investors & Partners

Thank you

to these community members, foundations and business leaders who have invested in Durham's future through generous contributions to the Durham Public Schools Foundation.

CORNERSTONE PARTNERS (\$25,000-\$100,000+)

A. J. Fletcher Foundation
Durham Public Schools

VISIONARIES (\$10,000-\$24,999)

Capitol Broadcasting Company
CT Wilson Construction
Soo Foundation
Jubilee Fund, Triangle Community Foundation
In Honor of Hugh Osteen
David Schmoock

LEADERS (\$5,000-\$9,999)

Rho, Inc.
Triangle Community Foundation (TCF)
Steve Schewel & Lao Rubert
Susan & Larry Herst
Glaxo Smith Kline
The Bydale Foundation

ADVOCATES (\$3,000-\$4,999)

Susan Herst, Urban Durham Realty
Matt and Jenny Crowley
Colopy Family Fund of TCF

PARTNERS (\$1,000-\$2,999)

Jim & Ruth Key
Laurie & Matt Williamson
Erin & Ken Gasch
Mindy & Guy Solie
Widmark Family Fund of Triangle Community Foundation
Cople Family LP
Anonymous Fund of Triangle Community Foundation
Dave & Diana McNeill
Marcia H. Morey
Miller Family Giving Fund

Triangle Ecycling
Phillips O'Donnell Family Fund
Leigh & Clay Bordley
Jenny Warburg
Joan Rebeck
Erick Lewis
Bell Family Charitable Gift Fund
In Gratitude to Rho Inc.
Renee Rand
Connel Fullenkamp & Karen Romines
Kristin & Jacob Clauson Fund
Paul Luebke & Frances Lynn Memorial Fund
Kimley Horn

SUPPORTERS (\$500-\$999)

Julie & Sid Allen
Ruth Bardon & Mike Casey
Luke & Courtney James
Nancy Hester
Sarah Fuller
Elise & Graham Sharpe
Amy Bryant & Brian Schneiderman
Tom & Linda Spragens
Susan Ross & Tom Hadzor
Timothy Price
In honor of Ben & Sophia Abram
Dr. Pamela George & David Austin
In Honor of Marcie Pachino

Brian Reale
David Swanson
Kelley Grogan
Angela & Bryan Fox
Mike & Debbie Sears
Sanjay Premakumar & Jodi Koviach
Carmen Sanchez
Robyn & David Heeks
The Feiler Family - In honor of DPS staff
Robert & Kristine Wescott Charitable Fund
The Naiades Fund
Mollie & Adam Flowe
DTW Architects + Planners

Our Investors & Partners

Thank you

to these community members, foundations and business leaders who have invested in Durham's future through generous contributions to the Durham Public Schools Foundation.

FRIENDS (\$25-\$499)

Beth & Ed Anderson	Rebecca Newton	The Barringer Family	DeeLuxe Chicken
Jonathan Bagg	Kenny Dalsheimer	Sarah Terry	Barbara Fish
Alex Herst	Matt Kopac	David Wong	Matthew Hickson
Gann & Dale Herman	Mara Shurgot & Matthew	Joshua Downing	Laura Morrison
Ryan Lockamy	Makel	Lori Hensley	Frances Kanach
Gregory Garneau	Marilyn Rohrs	Katherine Spencer	Beth Silberman & Ken
Carolyn Blum	Jillian Johnson	Josh Edwards	Rose in honor of Meg
Christine Bixiones	Drew & Amy Cummings	Henry W. Majestic	Goodhand
David & Diana McNeill	Eric Boven	Michael & Louise Lavine	Maury Smith
Peter Raabe	Magaretha Herman	Erica Shirts & Jacob Frost	Lenora James
Michael Strauss	Alex Rosenberg	Brendan Turk & Ellen	Ingrid Pisetsky
Bob Chapman & Vicky Patton	Laura Boyes	Andrews	Harriet & Richard Sava
Lauren Lux & Dan Norber	Thomas Huzij	Jeanne & Brian Murray	Cindy & Edward Bohlin
Elaine Curry	Mike & Sarah Woodard	Lisa Callaghan	Kitty Moses
Kelly Wakefield	Pamela George	Joanne & Steve Williams	William Rhett Davis
Darlene Papitto, Urban	Phillis Scott	Matt Stutzman & Christy	Henry Gunn
Durham Realty	Robert Healy	Bechtel	Bonny Moellenbrock &
Magan & Ryan Smith	Maria Bilinski Shain	Fuller & Erica Sasser	Michael Lowry
Oleg Nepliouev	Thomas Feltner	Angelique & Jud Bowman	Thai Cafe
Laura Langham	Chris Catanese	Jessica Luginbuhl	Sara Page
Molly Parks	Luke & Sarah Fishback	Kim Anglin	Tania Dautlick
Heather Bixler	Joyce Chapman	Volker Blum	Jackie Griffith
Steve Unruhe	Anna Grant	Marcelle Thomas	Charlie Witzleben
Terri Clark	Bryan Proffitt	Heidi & Scott Carter	Hopie Avery
Susan Haws	Thomas Harris	Scott & Lisa Jackson	Michael & Margaret Page
Mary Rae Hunter	Eliza Mathew	Sonja Vitow	Sarah & Flamino Sanchez
Blue Pane Studio	Jesse Bowling	Ann M. Sink	Rich & Andrea Kells
Mary Kopac	Rick Feldman	Phyllis & Bob Andrews	The Taylor Family
Cavett French	Tilley Family Fund	Anonymous	Joel & Erin Clancy Weant
In honor of Sophia Chitlik &	In Honor of DPS	Hope Love	Polly & Tom Harris
Benjamin Abram on their	Mike & Laura Branton	The Smiths	The Laidlaw-Stephens
marriage	Tony Habit	Sally Hodges-Copple	Family
Catherine Jones	Adam Klein	Kevin & Jennifer Hurley	Barbara Buckley
Katherine Hagan	Natashalyn Snipes	Norris Cotton	Adrienne Anderson
E'vonne Coleman	Anne Slifkin & Michael	Tommie & Amber Watson	Sondra Stein
Devdutta Sangvai	Freemark	Sarah Thornton	Kimberly Whitman
Joe & Robin Pietrantonio	James Barrett	Tom & Jill Bashore	Carolyn Euler
Wendy Jacobs & Michael	Elizabeth Tolman	In honor of Maggie	Tucker Bartlett
Meredith	Georgia Welch	McDowell	Dione Hillygus
Indira Everett	David L. Hawks	Holly Rogers	Kenny Dalsheimer
Lisa & Carl Rist	Hyewon Grigoni	Page McCullough	Mary Bennett Poehlman
Ginger Young & Jonathan	James Umbanhowar	Laura Benedict & John	Maureen Berry
Wiener	Randy & Heather	Morris	Megan & Chad Johnson
Emily Page	Chambers	Susan & Brad Berndt	Janet & Barry Strock in
Meg Goodhand	Marcia Lowe	Johanna Jennings	honor of our grandchildren
Network for Good	James Umbanhowar	Katie & Mike Galbraith	Tricia Reynolds
Deondra Rose	Michelle Burton	Martha Gray Wiehe	Kaiser-Potter Family
Campos Family	Sara & Greg Mannone	Elizabeth Sappenfield	W. David Austin & Pamela
Rich Damberg	Elizabeth M. Amend	Jane Wettach	George
Erin Cheston	Misha Angrist	Natalie Spring & Harris	Kelvin Bullock
Libby & Dub Gulley	Migliarese Family Fund	Carpenter	
In honor of Erika Wilson	Clarence & Vivian Lewis	Kendra Montgomery-Blinn	

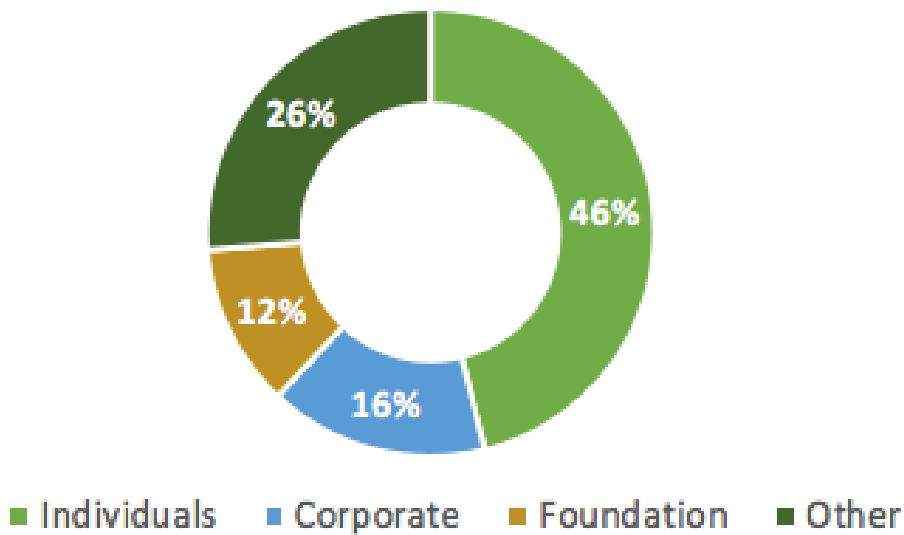
Financial Report

July 1, 2018 to June 17, 2019

This report was released two weeks prior to the end of DPSF's fiscal year on June 30, 2019

Revenue

Total raised in launch year: \$298,403



Highlights

DPSF's founding investors include:

- **266** Individual donors
- **15** Corporate donors
- **3** Grants from Foundations
- A one-time contribution (categorized as Other) from DPS which DPSF reinvested in our schools over the 2018-19 school year

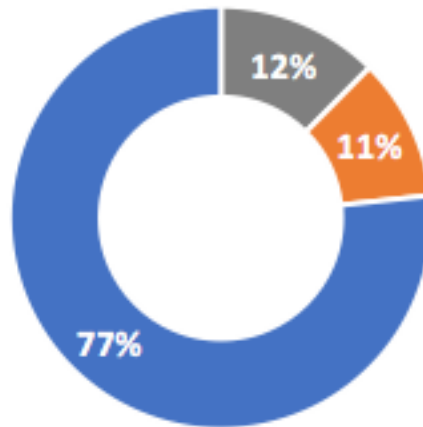
Financial Report

July 1, 2018 to June 17, 2019

This report was released two weeks prior to the end of DPSF's fiscal year on June 30, 2019

Expenses

Total expenses in launch year: \$133,624



■ Administration & General ■ Fundraising ■ Program Services

Highlights

- 77% of DPSF funds went toward direct delivery of programs
- DPSF ended the fiscal year with a healthy reserve of over 30% of the budget, putting the organization in a strong position to launch new work in the upcoming year
- Over \$77,000 invested in innovative projects led by DPS students, educators and families
- Investments made in building the staffing and infrastructure for a sustainable organization

DPS Foundation
2018-19

**Investing in Durham's future leaders by
investing in Durham Public Schools today.**



Join us
bullcityschools.org
[@bullcityschools](https://twitter.com/bullcityschools)