



Engagement and Outreach For Equitable Engagement

Engagement Best Practices

DPS seeks to operate with a mindset and working approach that is Community-Led and District-Supported. This requires us to:

1. Listen to understand
2. Work with community to build a plan
3. Communicate with community along the way
4. Build solutions collaboratively
5. Take action together
6. Following-up

Intent of Engagement at DPS

Engagement and outreach must address demographic representation when reaching and working with students, families, and school leaders by using methods that are **culturally appropriate for each demographic group**. Engagement is fundamentally about building relationships and trust with community.

Engagement is both a necessary element for the District to move forward **with the community** to collectively achieve improvements our students need and is **required at the school level by Board Policy** to ensure parents and schools are active academic partners.

RELATIONSHIPS

Engagement is about building relationships because we believe in the equal humanity of all people and know that healthy relationships get the right things accomplished.

TRANSPARENT

We believe transparency includes sharing information in a timely way, reaching out before and following up after decisions are made, helps build and maintain trust.

EQUITY

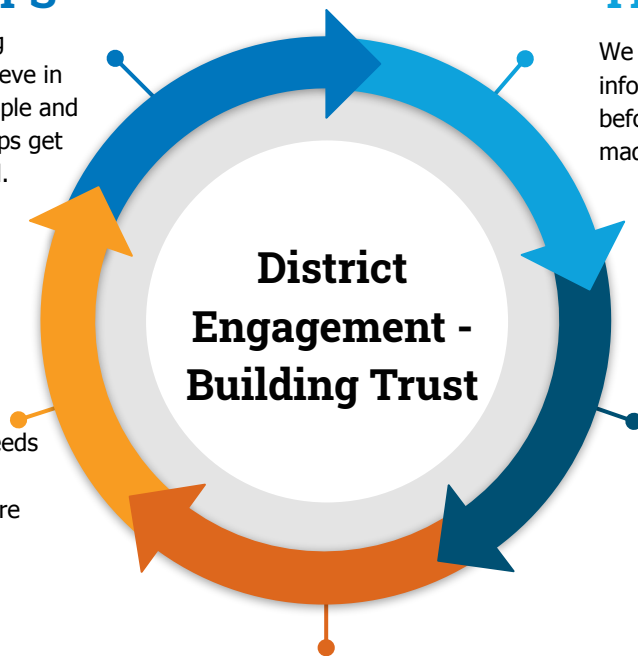
We believe that people's needs are different and know that everyone must be met where they are and served and supported well.

HEALING

We believe that unresolved issues or unheard hurts hinder progress and we know that previous efforts and decisions that have sustained subjugation, oppression, and marginalization have hurt children, parents, families, and communities.

CO-CREATION

We believe that with wisdom of the crowd, we know that our best work will be done together. Working with community, listening, and sharing how their feedback is used.



Community means everyone connected to DPS: students, parents, families, partners, DPS staff, and elected officials.



Engagement Best Practices

This captures ideas for what guidelines can be utilized to effectively engage with the community. We ensure accountability for schools and the district to do the work in a way that builds relationships, helps leadership lead in a way that others will follow, and provides the best practices for schools and the district to follow.

Pre-Step 1: Work

Engagement is about building relationships because we believe in the equal humanity of all people and know that healthy relationships get the right things accomplished. Bring people into the team that will be impacted by decisions.

Step 1: Get Organized

Working with the team, outline high level project goals, identify what success will look like and what's an acceptable threshold for engagement. Identify what engagement approaches will work best for different families.

Step 2: Listen to Community

Gather input from the community - but also include healing and time to reconcile and validate feelings of families, students, school leaders/staff, and community. Share back out what you heard so community feels heard.

Step 3: Make the Plan

The team works with the community to identify choices, actions, decisions, etc. that need to be done to address what was heard from Step 2. The final set of strategies will be validated with the community to ensure everyone can advocate and have ownership of the work that needs to be done.

Step 4: Implement

In this step you move strategies to action.

- Leverage partnerships created in the journey to take action.
- Use input/vision from Step 2 to measure success.

Step 5: Close the Feedback Loop / Share Ongoing Results

- Summarize the process in a report to community.
- Explain how you have utilized feedback from the community and turned it into action and change.
- Be transparent about any shortcomings and things to improve in future processes.
- Share out on-going results of the effort (report card, bi-annual newsletter, etc.)

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DENVER
PUBLIC
SCHOOLS

Family and Community
Engagement

Resources

Safe and Welcoming School District

At DPS, we are proud to be a Safe and Welcoming School District, where we are dedicated to helping Every Child Succeed. DPS embraces our diverse students, families and communities. One of our district's core beliefs is that diversity is a community treasure and equity is at the core of our mission. We commit to building a culture that embraces the unique identity and potential of every child.

Learn more about some of the ways we strive to make all of our students and families feel safe and welcome in DPS [here](#).

FACE Centers

The Family and Community Engagement (FACE) Center is a community resource center that connects students, families and our community with free services to increase their economic self-sufficiency and academic success. All services and classes are free to community members 16 and older – not just DPS parents. Services range from GED classes, employment services, citizenship classes, financial coaching, basic needs assistance, social-emotional support services, parenting workshops, and much more. See [here](#) for a video on our FACE Centers and visit [here](#) for more information.

Family and Community Helpline

The Family and Community Helpline is where anyone can call to receive assistance in navigating DPS. Our goal is to address parent concerns in an efficient and effective manner to ensure excellent customer service. We recognize the importance of being your child's advocate, and have knowledgeable staff to help you work through any concern that may arise during the school year.

We provide inclusive language support and have Spanish-speaking staff in addition to having access to multilingual interpretation services as needed.

DPS Voice

We strive to support and assist as many people as we can within the DPS school district using multimedia methods such as podcasts, electronic newspaper, digital storytelling movies, streaming, web and in-person community engagement.

See [here](#) for more information and [here](#) for an example of how we've partnered with a local community organization to share cultural and community stories that help to shape our youth.

Additional Information

Want more information or have questions on any of the above? Visit our [website](#), call 720-423-3054, or email us at FACEHelpline@dpsk12.org.