



## **WELCOME TO THE NOVEMBER 10<sup>TH</sup> GENERAL MEETING**

**BIENVENIDA A LA JUNTA GENERAL 10 DE  
NOVIEMBRE**

Meeting recording and presentation slides will be available at /  
La grabación y presentación de la reunión estarán disponibles en:

[www.kcpublicschools.org/dac](http://www.kcpublicschools.org/dac)



# HEAR THIS MEETING IN SPANISH

Si se unió a la reunión por Zoom, puede escuchar la presentación en español.  
If you joined the meeting using the Zoom link, you can hear the presentation in Spanish.

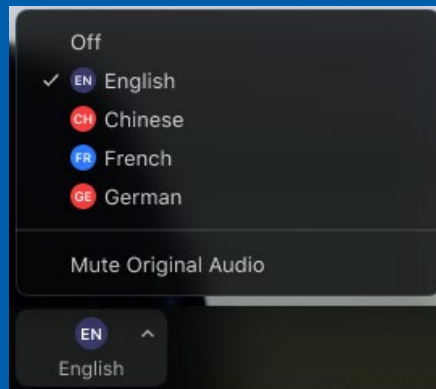
## COMPUTADORA / COMPUTER

- 1) En los controles de su reunión/seminario web, haga clic en Interpretación. *In your meeting/webinar controls, click Interpretation.*



- 2) Haga clic en español. *Click Spanish.*

- 3) (Opcional) Para escuchar solo el idioma interpretado, haga clic en Silenciar audio original. (Optional) To only hear the interpreted language (Spanish), click **Mute Original Audio**.

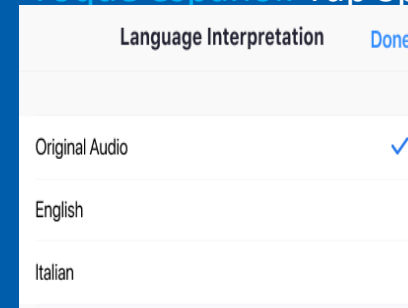


## APLICACIÓN DE TELÉFONO CELULAR / CELL PHONE APP

- 1) En los controles de la reunión, toque ... Más. *In your meeting controls, tap ... More.*



- 2) Toque Interpretación de idiomas. *Tap Language Interpretation.*
- 3) Toque español. *Tap Spanish.*



- 4) (Opcional) Toque la palanca para silenciar el audio original. (Optional) Tap the toggle to Mute Original Audio.



- 5) Haga clic en Listo. *Click Done.*

# Agenda

## Welcome / Bienvenidos

Angie Lile, DAC Chair/ Presidente de DACX

## Remarks and Presentations / Anuncios y Presentaciones

Dr. Marvia Jones, KCPS Board of Directors / Junta Directiva

Mentoring Programs & Opportunities / Programas y Oportunidades de Tutoría  
Marquis Hall & Maddie Scarcy

Volunteering with KCPS / Voluntariado con KCPS  
Camila Alvarez

Blueprint 2030 Update / Actualización de Blueprint 2030  
Kelly Wachel

## DAC Updates / Actualizaciones de DAC

DAC Executive Committee Members

KANSAS CITY

PUBLIC SCHOOLS



**Dr. Marvia Jones**

Board of Directors / Junta Directiva



**KANSAS CITY**  
PUBLIC SCHOOLS



## **Marquis Hall**

Manager of Student Diversity & Inclusion Programs

Gerente de Diversidad Estudiantil y Programas de Inclusión

## **Maddie Searcy**

Mentoring Program Coordinator

Coordinadora del Programa de Mentoría



**KANSAS CITY**  
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BOARD OF EDUCATION

2701

# Mentoring the Way Forward: Connecting every child to a Champion!

Guiando el Camino a Seguir:  
¡Conectando a cada niño con un Campeón!



# Introductions

## Introducciones



Dr. Derald Davis  
Assistant Superintendent  
Superintendente Asistente  
Kansas City Public Schools  
[dedavis@kcpublicschools.org](mailto:dedavis@kcpublicschools.org)



Marquis Hall  
Manager of Student Diversity  
& Inclusion Programs  
Gerente de Diversidad Estudiantil y  
Programas de Inclusión  
Kansas City Public Schools  
[mhall1@kcpublicschools.org](mailto:mhall1@kcpublicschools.org)



Maddie Searcy  
Mentoring Program Coordinator  
Coordinadora del Programa de Mentoría  
Kansas City Public Schools  
[mscearcy@kcpublicschools.org](mailto:mscearcy@kcpublicschools.org)

# Superintendent's Vision for Mentoring

## Visión del Superintendente para la Tutoría

- **Relationships Matter**  
Las relaciones son importantes
- **Schools Can't Do It Alone**  
Las escuelas no pueden hacerlo solas
- **Strategic Plan Alignment**  
Alineación del plan estratégico





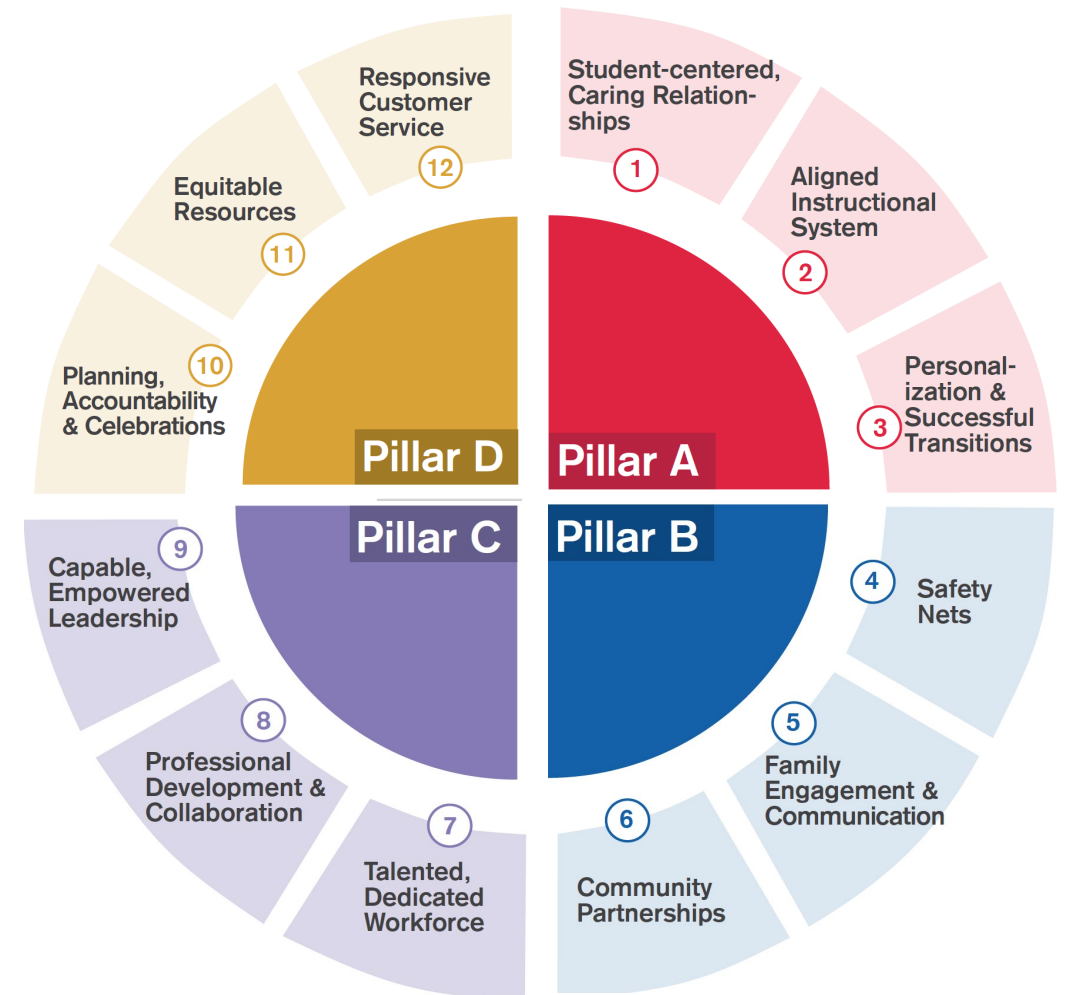
# A Roadmap for Student Growth and Success

## Una hoja de ruta para el crecimiento y el éxito de los estudiantes

**Strategic Priorities** are the programs, targeted solutions, or continuous improvement initiatives which, when fully implemented, will facilitate accomplishment of the Goals.

Las **Prioridades Estratégicas** son los programas, las soluciones específicas o las iniciativas de mejora continua que, cuando se implementan por completo, facilitarán el logro de los **Objetivos**.

Each Strategic Priority has a corresponding set of **Key Actions**, or specific strategies and milestones. Cada **Prioridad Estratégica** tiene un conjunto correspondiente de **Acciones Clave**, o estrategias e hitos específicos.



# Why Mentoring?

## ¿Por qué ser mentor?

# With a mentor, youth are:

## Con un mentor, los jóvenes son:



**52%**

less likely than their peers to skip a day of school



**55%**

more likely be enrolled in college



**46%**

less likely than their peers to start using drugs



**81%**

more likely to report participating regularly in sports or extracurricular activities



**78%**

more likely to volunteer regularly in their communities



**130%**

more than twice as likely to say that they held a leadership position in a club or sports team



**90%**

Respondents who had a mentor said they are now interested in becoming mentors

# Lunch Buddies Mentoring Program

## Programa de Tutoría de Lunch Buddies

- Grades K-5 / Grados K-5
- Visit during lunch period once a week / Visita durante el período de almuerzo una vez a la semana
- Promote feelings of positivity and personal investment for the student in their school and education / Promover sentimientos de positividad e inversión personal para el estudiante en su escuela y educación
- Provide encouragement, friendship and guidance / Brindar aliento, amistad y orientación
- Connection to their community / Conexión con su comunidad
- Matched with mentee based on time availability and school site preference / Emparejado con el aprendiz según la disponibilidad de tiempo y la escuela



Lunch Buddies is supported by / Lunch Buddies cuenta con el apoyo de:



# My Brother's Keeper Success Mentors

## Los Mentores de éxito de My Brother's Keeper

- Grades 6th-9<sup>th</sup> / Grados 6° a 9°
- Visit during school day for 30 minutes, once a week / Visite durante el día escolar durante 30 minutos, una vez a la semana
- Celebrate students' strengths and accomplishments / Celebre las fortalezas y logros de los estudiantes
- Promote student attendance and engagement / Promover la asistencia y la participación de los estudiantes
- Start the conversation and exposure to post-secondary options and strategy / Iniciar la conversación y exponerse a opciones y estrategias postsecundarias
- Connection to their community / Conexión con su comunidad
- Matched with mentee based on shared interests and hobbies and mentor's selected school site preference / Emparejado con el aprendiz basado en intereses y pasatiempos compartidos y la preferencia del sitio escolar seleccionado por el mentor



BlueScope



UMKC Women in  
**STEAM**

Science, Technology, Engineering, Arts, Mathematics



**EXPLORING**<sup>™</sup>

# Career Mentors Mentoring Program

## Programa de tutoría "Career Mentors"

- Grades 10<sup>th</sup>-12<sup>th</sup> / Grados 10<sup>o</sup> a 12<sup>o</sup>
- Visit during school day for 30 minutes, 2-3 times per month / Visite durante el día escolar durante 30 minutos, 2-3 veces al mes
- Be a reliable, unbiased person for student to depend on / Sea una persona confiable e imparcial de la que el estudiante pueda depender
- Promote student attendance and engagement / Promover la asistencia y la participación de los estudiantes
- Encourage post-secondary planning, goal setting and active preparation for the future / Fomentar la planificación postsecundaria, el establecimiento de objetivos y la preparación activa para el futuro.
- Provide exposure to post-secondary opportunities and pathways / Brindar exposición a oportunidades y trayectorias postsecundarias.
- Matched with mentee based on career field/background, shared hobbies and school site preference / Emparejado con el aprendiz basado en el campo profesional/antecedentes, pasatiempos compartidos y preferencia del lugar de la escuela



# R.I.S.E. Mentoring Program

## R.I.S.E. Programa de tutoría

The **Reaching Individual Success in Education (R.I.S.E.)** Program is dedicated to helping high school students of color achieve academic success. It aims to provide them monthly workshops and mentorship focusing on college and career readiness. R.I.S.E. is open to male, female, and gender non-binary students entering the 9th grade.

El programa **Reaching Individual Success in Education (R.I.S.E.)** está dedicado a ayudar a los estudiantes de color de la escuela secundaria a lograr el éxito académico. Su objetivo es proporcionarles talleres y tutorías mensuales que se centren en la preparación para la universidad y la carrera. R.I.S.E. está abierto a estudiantes masculinos, femeninos y de género no binario que ingresan al noveno grado.



# Men and Women of Color Initiative

## Vision / Visión:

All student participants in the **Men and Women of Color Initiative** will succeed in school and beyond through comprehensive wrap-around services and mentoring supports that enable them to reach their full potential while acknowledging who they are and raising their self-esteem.

Todos los estudiantes participantes en la **Men and Women of Color Initiative** tendrán éxito en la escuela y más allá a través de servicios integrales y apoyos de tutoría que les permitan alcanzar su máximo potencial reconociendo quiénes son y aumentando su autoestima.

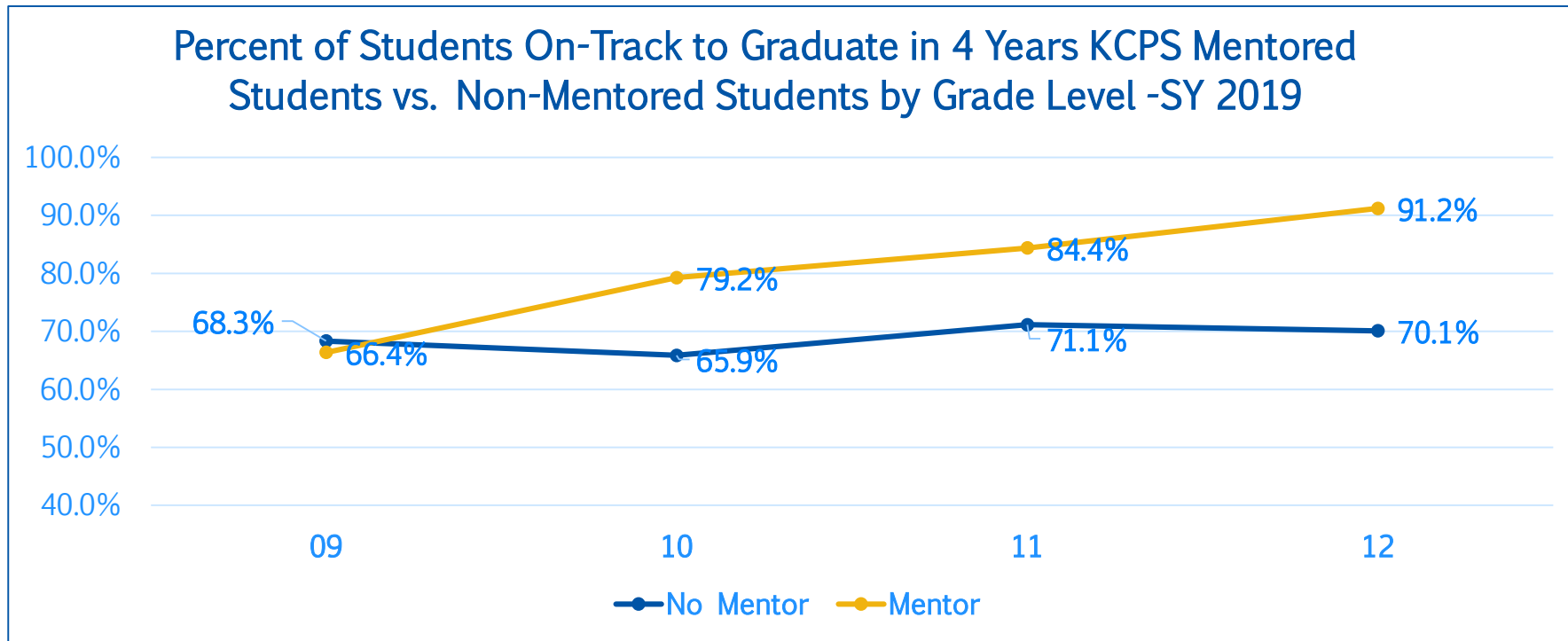


P.A.S.S.



# High Schoolers On-Track to Graduate On-Time & the Impact of Mentoring Programs

Gráfico que muestra a los estudiantes de secundaria en camino de graduarse a tiempo y el impacto de los programas de tutoría



\* Data from Central Academy of Excellence, East High School, Northeast High School, Southeast High School and Success Academy at Anderson.

\* On Track – 9<sup>th</sup> Grade at least 3 Credits, 10<sup>th</sup> Grade at least 9 Credits, 11<sup>th</sup> Grade at least 15 credits and 12<sup>th</sup> Grade at least 21 Credits



# Becoming a Mentor

## Convertirse en un mentor

- All potential mentors must / Todos los mentores potenciales deben:
- Attend a 90 minute training / Asiste a un entrenamiento de 90 minutos
  - Training offered twice a month, virtually / Capacitación ofrecida dos veces al mes, virtualmente
- Submit a mentor profile / Envíe un perfil de mentor
- Complete background check / Verificación de antecedentes completa
- Submit reference information / Enviar información de referencia
- Receive match information / Recibir información de partidos
- Meet your mentee / Conozca a su mentoreado



# Current Mentor Partner Programs

## Programas actuales de socios mentores



Futbol.Community.



greater kansas city

# Questions

## Preguntas



# SHARE THE GOOD NEWS!

## ¡COMPARTE LAS BUENAS NOTICIAS!

Follow us on Twitter / [Síguenos en Twitter](#)  
[@kcps\\_mentoring](#)

- Take a photo and share what's happening with you and your mentee. [Tome una foto y comparta lo que está sucediendo con usted y su aprendiz](#)
- We'll retweet so the world can see! [¡Retwittearemos para que el mundo pueda ver!](#)



THANK YOU FOR BECOMING A MENTOR!

Questions? - [mentoring@kcpublicschools.org](mailto:mentoring@kcpublicschools.org)

¿Preguntas?

Become A Mentor!

[www.kcpublicschools.org/mentoring](http://www.kcpublicschools.org/mentoring)

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**Camila Alvarez**

Partners in Education Coordinator

Coordinadora de Socios en la Educación



# VOLUNTEERING WITH KCPS

SER VOLUNTARIO/A CON KCPS

Where can I find information about volunteering? ¿Dónde puedo encontrar información sobre voluntariado?

## ENGAGE

[LEARN MORE →](#)

NEWS + SOCIAL



BECOME A MENTOR



MAKE A GIFT



PARENT LEADERSHIP ORGANIZATIONS



VOLUNTEER

# VOLUNTEERING WITH KCPS

## SER VOLUNTARIO/A CON KCPS

### HOW TO VOLUNTEER

#### Volunteering with KCPS

Thank you for your interest in volunteering with Kansas City Public Schools in support of student achievement! Use the window below to get involved with KCPS! All volunteers in KCPS buildings will have to complete waivers found on the website below. If you have any questions or concerns, please reach out to Partners in Education Coordinator, Camila Alvarez at [calvarez@kcpublicschools.org](mailto:calvarez@kcpublicschools.org) or at 816-418-7637.



Revised 2021

A screenshot of the KCPS volunteering website. At the top, there is a navigation bar with buttons for "RETURN TO OUR WEBSITE", "SIGN UP", "LOGIN", "HELP", and "CALENDAR". Below the navigation bar is a large image showing a group of people, including children and adults, engaged in a community activity. Below the image is a map of downtown Kansas City with a white overlay box containing the text "Get Involved, Make a Difference." and a "VOLUNTEER NOW" button. Below the button is a link that says "Click here to register your organization." The map also shows various landmarks like Walmart Neighborhood Market, QuikTrip, and KU Medical Center.



# VOLUNTEERING WITH KCPS - EXPECTATIONS

## SER VOLUNTARIO/A CON KCPS - EXPECTATIVAS

### What is required out of all volunteers? ¿Qué se requiere de todos los voluntarios?

- All KCPS Volunteers must have a completed background check and renewal yearly / Todos los voluntarios de KCPS deben tener una verificación de antecedentes completa y una renovación anual
- All volunteers must fill out a volunteer code of conduct and release of liability / Todos los voluntarios deben completar un código de conducta para voluntarios y exoneración de responsabilidad

### What type of help do schools want? ¿Qué tipo de ayuda quieren las escuelas?

- Different school have different needs / Diferentes escuelas tienen diferentes necesidades
- Examples include: Classroom Helper, Fieldtrip Support, Volunteer Coach, Clean up events, Lunch Support, etc. / Los ejemplos incluyen: ayudante en el salón de clases, apoyo en excursiones, entrenador voluntario, eventos de limpieza, apoyo durante el almuerzo, etc.



# VOLUNTEERING WITH KCPS - EXPECTATIONS

## VOLUNTARIADO CON KCPS - EXPECTATIVAS

**What time commitment should I expect? ¿Qué compromiso de tiempo debo esperar?**

- Time commitment will depend on what you sign up for / El compromiso de tiempo dependerá de a qué te apuntes
- Sign up and background check should take about 10 minutes / Registrarse y la verificación de antecedentes debe tomar unos 10 minutos.



# ¿Alguna Preguntas?

**Camila Alvarez**

[calvarez@kcpublicschools.org](mailto:calvarez@kcpublicschools.org)

816-418-7367

[www.kcpublicschools.org/volunteer](http://www.kcpublicschools.org/volunteer)

<https://kcpublicschools.galaxydigital.com>

Any  
Questions

KANSAS CITY

PUBLIC SCHOOLS



**Kelly Wachel**

Chief Marketing and Communications Officer

Directora de Marketing y Comunicaciones



KANSAS  
CITY

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BOARD OF EDUCATION

2701



PEER SCHOOL DISTRICTS

PEER SCHOOL DISTRICTS



# BLUEPRINT 2030: DISTRICT ADVISORY COMMITTEE UPDATE ACTUALIZACIÓN DEL COMITÉ ASESOR DEL DISTRITO

NOVEMBER 2021

# RECENT BLUEPRINT 2030 ENGAGEMENT

## PARTICIPACIÓN RECIENTE EN BLUEPRINT 2030

- Oct 18-22 Gallery Walks / Paseos por la Galería
- Oct 18-28 Staff Lunch Engagements / Conversaciones con el personal durante el almuerzo
- Oct 21 Student District Advisory Council / Consejo Asesor del Distrito Estudiantil
- Oct 27-28 Key Influencer Focus Groups / Grupos de enfoque de influencers clave
- Nov 3 Student Summit / Grupos de enfoque de influencers clave



# ADJUSTING TIMELINE TO ALLOW FOR EXTENDED ENGAGEMENT

ESTAMOS AJUSTANDO EL CRONOGRAMA PARA PERMITIR UNA PARTICIPACIÓN MÁS AMPLIA

- October:
  - Engagement re: student experience & goals/strategies
- November – December:
  - Engagement re: goals/strategies & scenarios/alternatives
- January 12
  - Recommendations
- February 23
  - Board Vote



# ENGAGEMENT DISCUSSION

## DISCUSIÓN SOBRE FORMAS DE INTERACTUAR CON LAS PERSONAS

**Are you aware of any upcoming events that we could join to discuss Blueprint 2030?**

¿Conoce algún evento próximo al que podamos unirnos para discutir Blueprint 2030?

**School-based events or community events?**

¿Hay algún evento en la escuela o en la comunidad?

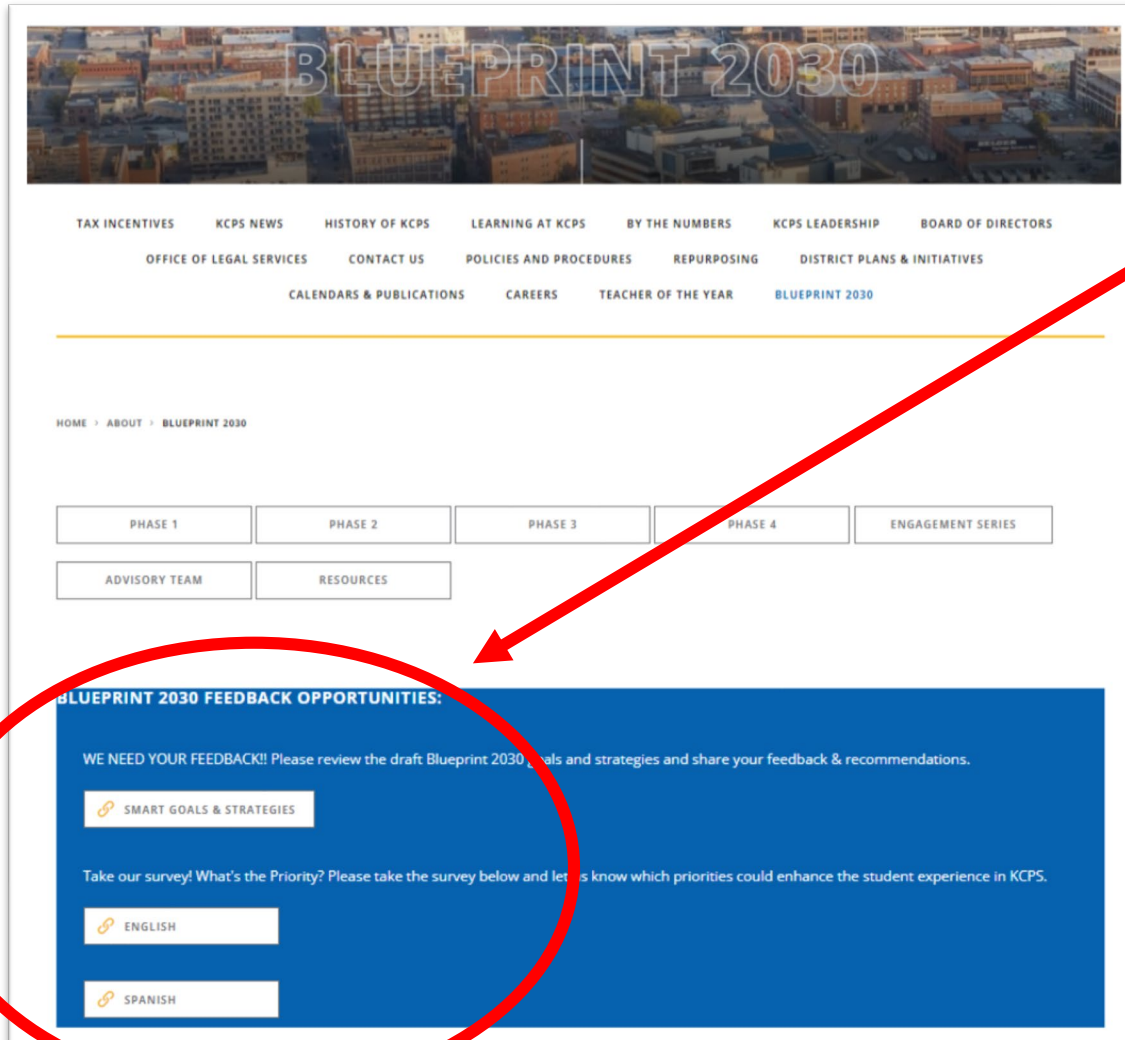
**Virtual or in-person?**

¿Los eventos son virtuales o presenciales?



# HAVE YOU SHARED FEEDBACK YET?

¿HA COMPARTIDO SUS COMENTARIOS TODAVÍA?



Visit our webpage / Visite nuestra página web:  
[kcpublicschools.org/blueprint2030](https://kcpublicschools.org/blueprint2030)

We are currently collecting feedback on **SMART goals and strategies** and **student experience priorities**.  
Actualmente estamos recopilando comentarios sobre **las metas y estrategias SMART** y las **prioridades de la experiencia de los estudiantes**.

# SMART GOALS AND STRATEGIES

## LAS METAS Y ESTRATEGIAS SMART

Blueprint 2030 will serve as an update to the KCPS Strategic Plan. We have drafted goal statements around four commitment areas. Each goal includes draft strategies to help us reach the goal. **Blueprint 2030** servirá como una actualización del Plan Estratégico de KCPS. Hemos redactado declaraciones de objetivos en torno a cuatro áreas de compromiso. Cada objetivo incluye un borrador de estrategias para ayudarnos a alcanzar el objetivo.

**Please review the goals and strategies and share your feedback and recommendations. Revise los objetivos y estrategias y comparta sus comentarios y recomendaciones.**



### Draft BP2030 SMART Goals & Strategies

Updated October 6, 2021

#### Commitment #1: LEARNING. Student Achievement & Effective Teaching

KCPS will...provide a personalized, rigorous, and culturally responsive instructional system that enables every student to make continuous progress and meet or exceed academic standards.

Goal 1A: By 2025, 60% of KCPS 1st graders will be **reading at or above grade level**, increasing to 75% by 2030.

##### Baseline Data

2021: 28.7%    2019: 44.8%

##### Strategies

1. By school year 2023, 100% of K, 1, and 2 teachers will use the district's systematic foundational skills curriculum.
- 2: By May 2024, 100% of K, 1, and 2 teachers and building administrators will complete professional learning in the Science of Reading.
- 3: By May 2024, succession systems will be in place to ensure 100% of K, 1, and 2 teachers and building administrators continue to be trained in the Science of Reading.
4. By school year 2025, each campus will identify one or more model classrooms to demonstrate the use of research-based practices and resources rooted in the Science of Reading.
5. In order to build teacher capacity, the district will provide professional learning opportunities for teachers and building leadership highlighting instructional practices and resources aligned with the Science of Reading.
6. An evaluation system with several checkpoints will measure the effectiveness of our foundational skills curriculum and professional learning.

##### Research

[https://drive.google.com/file/d/1JHqXg15ler2Ylr065LVaPMIPL6D5wf\\_K/view?usp=sharing](https://drive.google.com/file/d/1JHqXg15ler2Ylr065LVaPMIPL6D5wf_K/view?usp=sharing)

<https://www.ascd.org/el/articles/drawing-on-reading-science-without-starting-a-war>

# WHAT'S THE PRIORITY?

## CUAL ES LA PRIORIDAD?

Blueprint  
KANSAS CITY  
PUBLIC SCHOOLS 2030

### What's the Priority?

Choose 3 high, 3 medium and 3 low priorities that will enhance the student experience.

HIGH	MEDIUM	LOW		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Open an Additional Middle School	\$3.6M
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Increase Social/Emotional Supports	\$3M
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Expand World Language Offerings	\$2.3M
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Decrease Class Size	\$2.2M
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Additional Guidance Counselors	\$1.8M
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Expand Math & Reading Interventions	\$2.3M
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Add Life Skills & Career Readiness Programs	\$2.1M
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Increase Staffing for Parent Engagement	\$1.8M
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Eliminate Split Teachers	\$1.8M
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Expand Science Teaching	\$1.7M
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Expand Instructional Coaches	\$1.6M
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Additional School Leadership/Admin	\$1.3M
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Expand Fine Art Offerings	\$1M
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Expand AVID (College Prep) Classrooms	\$600K
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Add Secondary Student Showcase Events	\$500K
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Expand Elementary & Middle Extra-Curriculars	\$300K

We are asking folks to identify their top priorities that will enhance the student experience in KCPS. Le pedimos a la gente que identifique sus principales prioridades que mejorarán la experiencia de los estudiantes en KCPS.

Have you taken this version of the survey?  
¿Ha realizado esta versión de la encuesta?

Do you know parents that need to weigh-in?  
¿Conoces a padres que necesiten aportar sus comentarios?

**KANSAS CITY**  
PUBLIC SCHOOLS



## DAC Executive Committee

- Angie Lile, Chair / **Presidenta**
- Demonte Rochester, Vice Chair / **Vicepresidente**
- Steve Burton, Recording Secretary / **Secretario de Grabación**
- Tiaira Trotter, Treasurer / **Tesorera**
- Dion Lewis, Parliamentarian / **Parlamentario**
- Kelly Yeokum, Corresponding Secretary / **Secretaria Correspondiente**
- Merari Rubio, Member-At-Large / **Miembro General**



# 2021-2022 DAC Committees

## Comités del DAC 2021-2022

### Standing Committees / Comités Permanentes:

- Athletics & Activities / Atletismo y Actividades
- Communications & Community Engagement / Comunicaciones y participación comunitaria
- Equity & Equality / Equidad e Igualdad
- Legislative / Legislativo
- STEM & Academics / STEM y Académicos
- Elections & Nominations / Elecciones y Nominaciones

### Temporary Committees / Comités Temporales:

- Bylaws Task Force / Grupo de trabajo de estatutos
- Blueprint 2030 Task Force / Equipo de Trabajo de Blueprint 2030

**Sign up for a subcommittee here!**  
**¡Regístrate aquí!**



<https://forms.gle/KK3DRhqFQoB5nMV79>

# DAC Committee Updates

## Actualizaciones del Comité DAC

- **Government Relations / Relaciones Gubernamentales (Legislative / Legislativo)**
  - Legislative Breakfast – December 3, 8am / Desayuno Legislativo - 3 de diciembre, 8am
  - Lobby Day - January 19 / Lobby Day - 19 de enero
  - Next Meeting Date: December 14, 8am / Fecha de la próxima reunión: 14 de diciembre, 8am
- **Equity & Equality / Equidad e Igualdad**
- **Communications & Community Engagement / Comunicaciones y Participación Comunitaria**
  - Next Meeting Date: November 11, 5:30pm / Fecha de la próxima reunión: 11 de noviembre, 5:30 pm
  - Please be sure to take our parent engagement survey / Asegúrese de completar nuestra encuesta de participación de los padres: <https://forms.gle/4UMmsaS6gSY5B6Nk8>

# Future DAC Meeting Dates

## Fechas futuras de las reuniones del DAC

- **January 18, 2022 (special date due to Lobby Day on January 19th)**  
18 de enero de 2022 (fecha especial debido al Lobby Day el 19 de enero)
- **March 16, 2022**  
16 de marzo de 2022
- **May 18, 2022**  
18 de mayo de 2022



## **NEXT DAC MEETING / PRÓXIMA REUNIÓN DEL DAC:**

**TUESDAY, JANUARY 18, 6:00-7:00PM**

**MARTES 18 DE ENERO**

Meeting recording and presentation slides will be available at /  
La grabación y presentación de la reunión estarán disponibles en:

[www.kcpublicschools.org/dac](http://www.kcpublicschools.org/dac)