



# Racial Balancing Planning

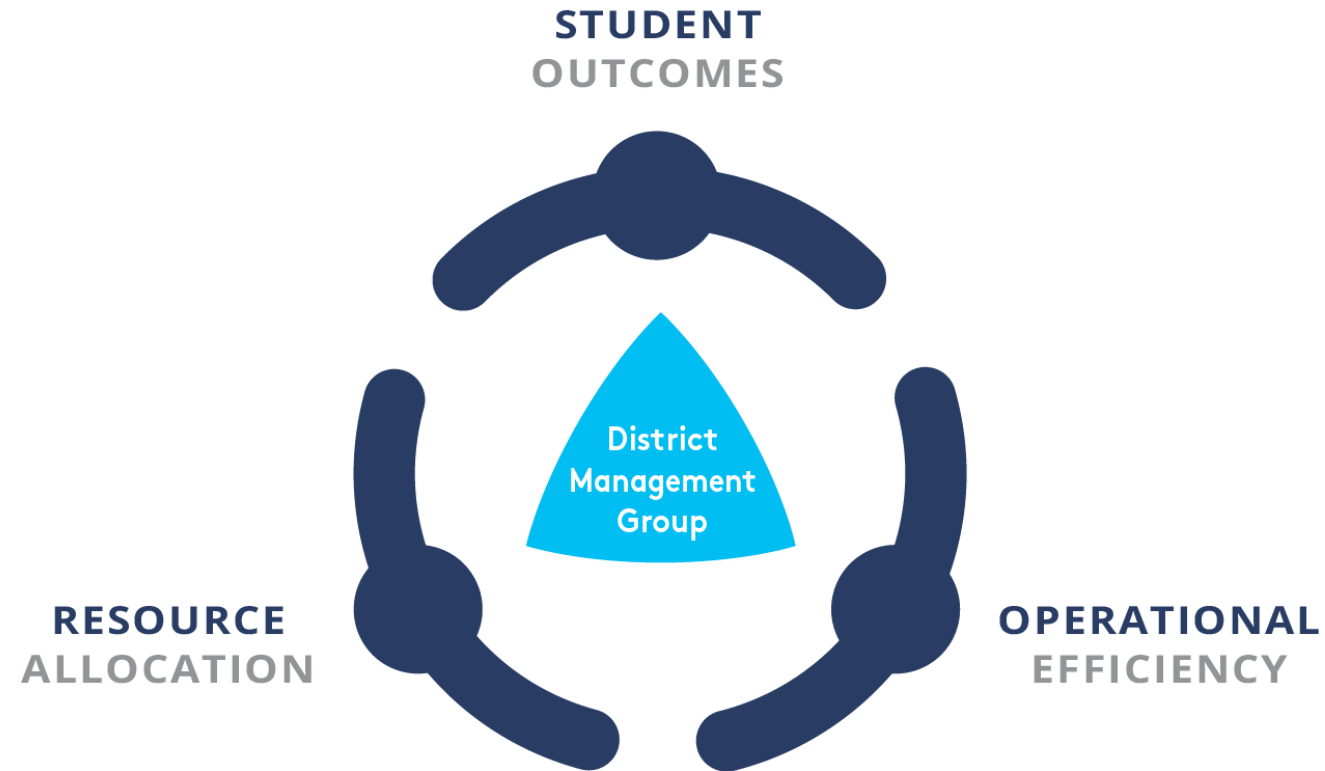
Hamden Public Schools

Fall 2023



District Management Group | Helping Schools and Students Thrive

**Our mission is to achieve systemic improvement in public education by combining management techniques and education best practices.**



We believe that a district must focus on meeting all three of these objectives to achieve lasting results for students.

Founded in 2004, DMGroup has partnered with hundreds of school districts across the US, helping them address their most pressing needs.

## All Sizes of Districts



1,700 students  
Rural



5,000  
Suburban



6,800  
Suburban



10,600  
Gateway



55,000  
Urban



100,000  
Urban

## Nationwide Experience



California



Minnesota



Texas



South Dakota



Maryland



Illinois

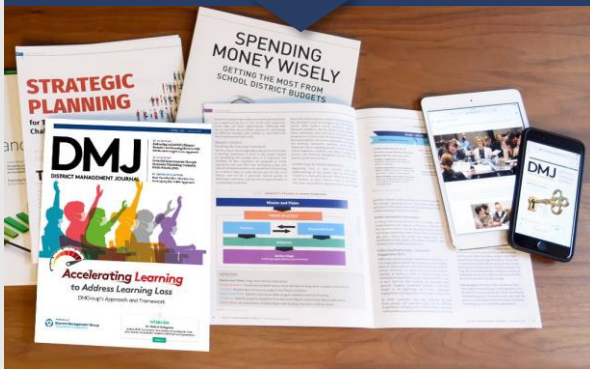
## All Types of Districts



Selected DMGroup Partner Districts

# DMGroup Offerings

## DM Learning



Best-in-class knowledge and professional development, and a membership community of forward-thinking leaders.

## DM Consulting



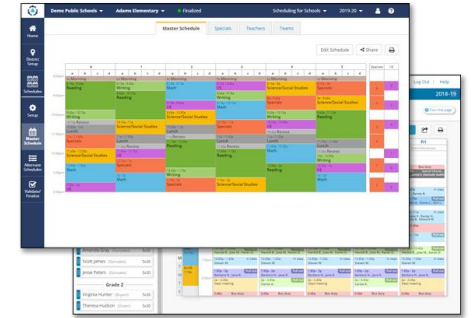
Customized management consulting support across a variety of practice areas.

## Breakthrough Results



Structured and facilitated approaches to deliver tangible solutions to district challenges.

## DM Schedules



Cloud-based software and/or service to help districts optimize use of resources through scheduling.

# The DMGroup team brings extensive knowledge and experience in the realm of strategic planning and strategic management in public education.



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# The HPS and DMGroup partnership will be guided by 3 goals that will enable the development of a plan to best support students, staff, and families and racially balance schools.

## Project Goals

1

Build a shared understanding of the district's needs, challenges, and strengths that intersect with the demographic composition of the district as a launch for the planning process.

2

Develop actionable opportunities for the district to navigate decisions to better support students, staff, and families while racially balancing schools.

3

Build support among stakeholders and buy-in for the district's path forward by leveraging community and stakeholder engagement.



# Given the complexity of this work, we will leverage the DMGroup Change management Framework to help build a clear path forward for effective positive change.



Adapted from the "8-Step Process for Accelerating Change" by Dr. John Kotter, Center for Creative Leadership, Harvard Business Review, McKinsey and Company, "Change Monster" by Jeanie Duck, Lewin's 3-Stage Model of Change

# Step 1: Create a Sense of Urgency that appeals to both emotion and rationality, with strong leadership buy-in.



## **Process**

### **Create a Sense of Urgency**

A compelling change story centered on why the current state is no longer appropriate and/or an exciting future state vision

## **People**

### **Appeal to Emotional and Rational Sides**

Define required changes to mindsets behaviors, and actions

Acknowledge the past (and why this is different)

### **Gain Leadership Commitment**

Buy-in from 75% of Senior Leadership

Adapted from the "8-Step Process for Accelerating Change" by Dr. John Kotter, Center for Creative Leadership, Harvard Business Review, McKinsey and Company, "Change Monster" by Jeanie Duck, Lewin's 3-Stage Model of Change



# Step 2: Build a Guiding Coalition that exists beyond traditional hierarchy and roles.



## Process

## People



### *Build a Guiding Coalition*

Comprised of individuals from all levels and functions and established outside of existing structures and processes

### *Network the Change*

Expand beyond level, function, and high-performers to include:

*Pride Builders*

*Trusted Nodes*

*Change Ambassadors*

Adapted from the "8-Step Process for Accelerating Change" by Dr. John Kotter, Center for Creative Leadership, Harvard Business Review, McKinsey and Company, "Change Monster" by Jeanie Duck, Lewin's 3-Stage Model of Change

# Step 3: Form a Strategic Vision and Initiatives that are validated by leadership and able to be executed.



## Process

## People



### **Form a Strategic Vision and Initiatives**

Clear illustration of what the district is moving “from” <> “to” along with coordinated and targeted activities that will drive the shift

### **Collaborate, Validate**

Include diverse feedback and involvement in development, coupled with Sr. Leadership validation

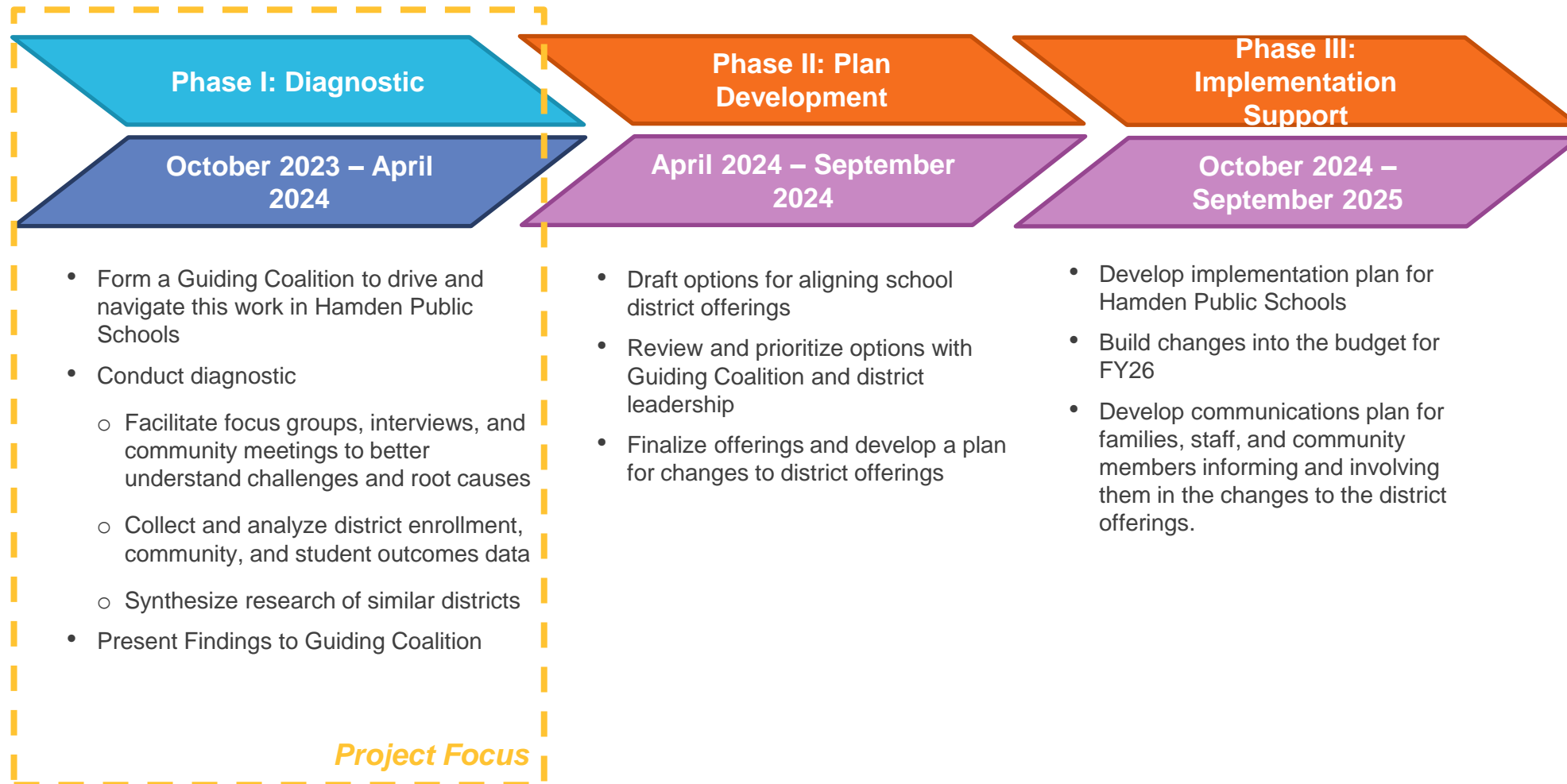
### **Ensure Feasibility**

Balance ambitious and pragmatism – deliver on everything that is promised

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# DMGroup support will begin this work with an in-depth diagnostic of current practices.

## Project Plan



# Phase I will take place over the course of seven months and will include forming a Guiding Coalition to provide input and feedback on the process throughout.

## Proposed Timeline\*

Activity	2023			2024			
	Oct	Nov	Dec	Jan	Feb	Mar	Apr
<b>Phase I: Diagnostic</b>							
Form a Guiding Coalition							
Review & Analyze Public Data on Enrollment, Achievement, and Outcomes							
Kickoff with Guiding Coalition							
Conduct Interviews and Focus Groups with Leaders and Staff							
Conduct Community Meetings with Broader Community							
Collect and Analyze Additional District-Level Data							
Research & Analyze Similar Districts Across CT							
Synthesize Findings from into Findings Report							
Share Findings with District Leadership							
Share Synthesized Findings with the Guiding Coalition							
Conduct Prioritization and Action Planning Workshop							
Update BOE on Process & Work							

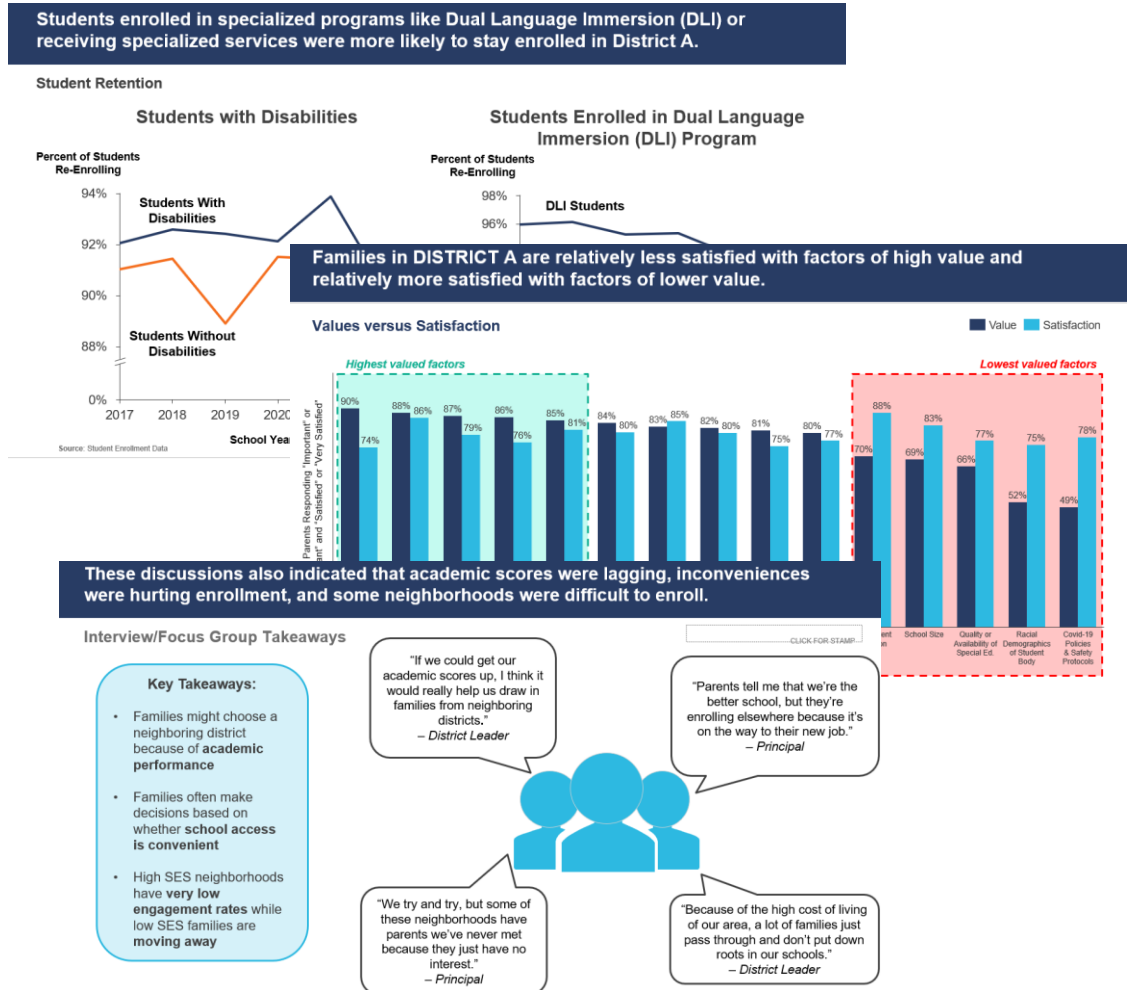
\*Timeline is subject to change based on project and client needs.

# At the end of the process, Hamden will have a deep understanding of the needs of their community to better racially balance schools.

## Deliverables

- **Formation of the Guiding Coalition:**
  - Group of change agents who will steer the direction of this work and drive change within the Hamden Public Schools' context
- **The findings report will include:**
  - Community needs and wants, when it comes to supporting students, staff, and families, and the racial balancing of schools
  - Data trends, including enrollment, achievement, and other outcomes
  - Priorities and opportunities moving forward to improve the district, including racially balancing schools.

*If desired, DMGroup can also work with you on the Implementation Phase and can help you define an action plan to implement change.*



Q & A

## Next Steps

1. DMGroup to incorporate feedback from today's session.
2. DMGroup to begin reviewing public data.
3. Hamden to begin identifying Guiding Coalition members, considering who will be pride builders, trusted nodes, and change ambassadors.



# District Management Group

Helping Schools and  
Students Thrive

If you have any comments or questions about the contents of this document, please contact District Management Group:

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