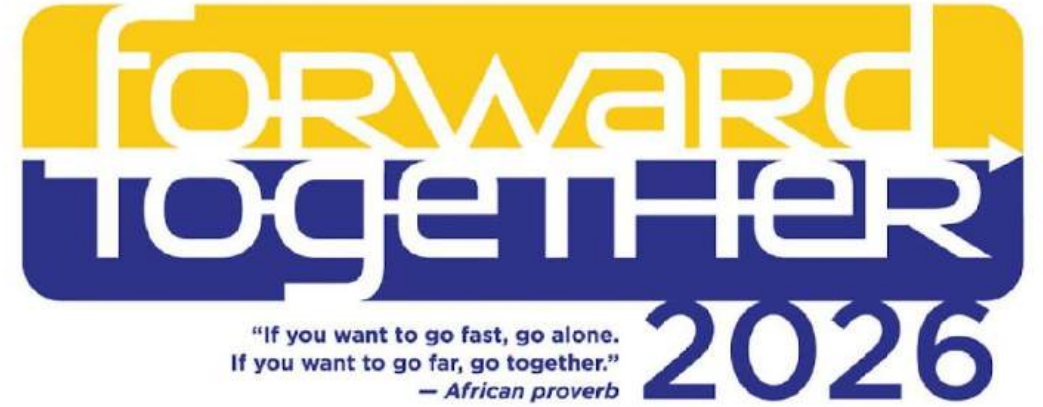




Colorado Charter Schools Annual Conference

February 25-27, 2026
Denver Marriott Tech Center



"If you want to go fast, go alone.
If you want to go far, go together."
— African proverb



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(37) Designing Coherent School Support Systems to Drive Student Success

Nella Garcia Urban, CEO
DSST Public Schools

Graham Wynings, Director of School Improvement
DSST Public Schools

Conifer Room
February 26, 2026 | 08:30
Quality: Academics



**Colorado League of
Charter Schools**



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We make it our priority to **advocate** for high-quality public charter schools across Colorado.



Be a part of the action.



Tiered School Supports that Work





Nella Garcia Urban

CEO



Graham Wynings

Director of School Improvement





Think of a school you want to make better.
What has **been in the way** of transformational
outcomes for students?

What You will Leave with Today

- 4 Core Strategies for Improving your Schools
- A toolkit of proven resources
- Inspiration and Insights into how to improve schools



DSST: Cole

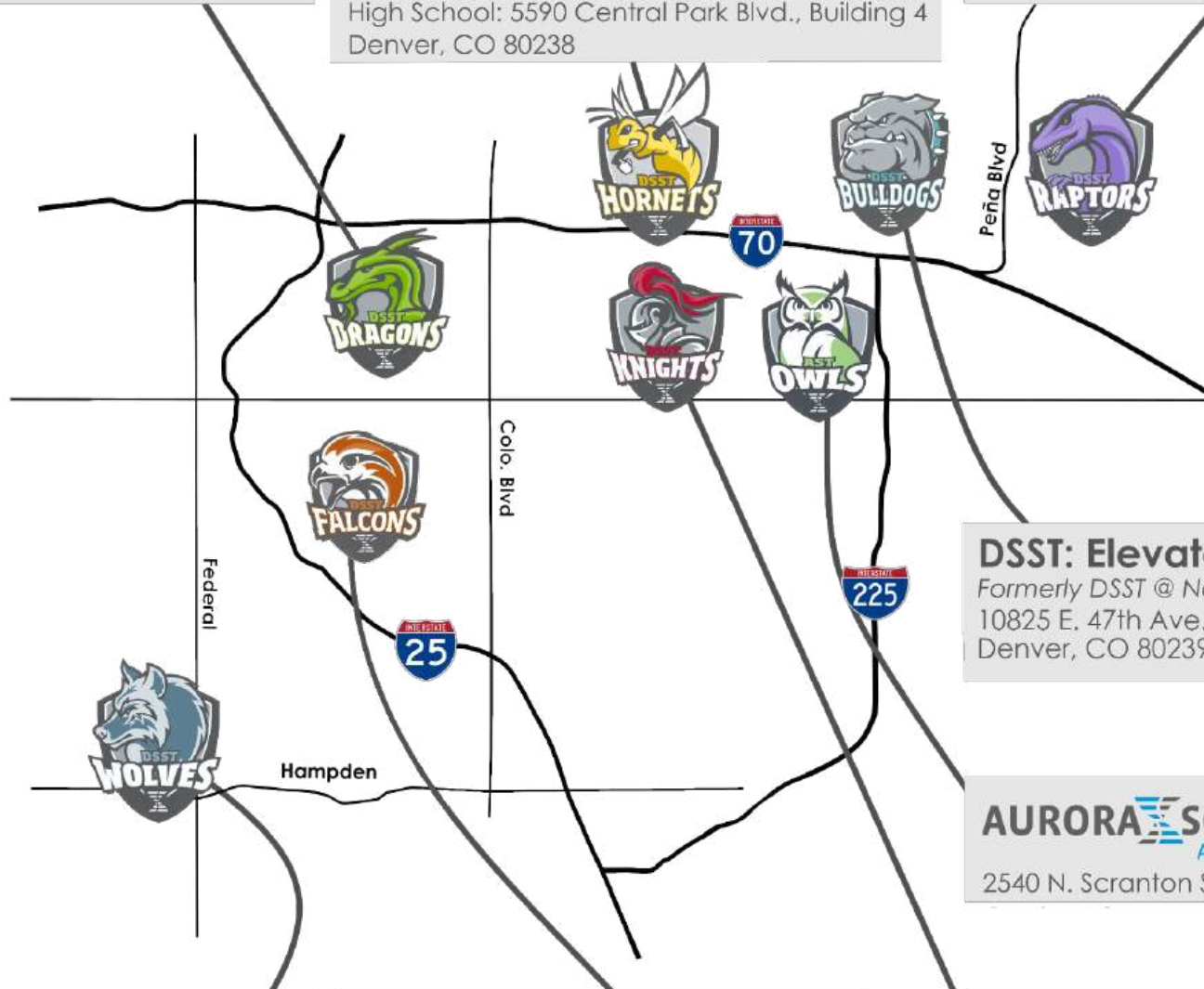
3240 Humboldt St.
Denver, CO 80205

DSST: Conservatory Green

Middle School: 8499 E. Stoll Pl.
Denver, CO 80238
High School: 5590 Central Park Blvd., Building 4
Denver, CO 80238

DSST: Green Valley Ranch

4800 Telluride St. Buildings 2&3
Denver, CO 80249



DSST: Elevate Northeast

Formerly DSST @ Noel
10825 E. 47th Ave.
Denver, CO 80239

AURORA SCIENCE & TECH A DSST PUBLIC SCHOOL

2540 N. Scranton St. Aurora, CO 80045

DSST: College View

3111 W. Dartmouth Ave.
Denver, CO 80236

DSST: Cedar

150 S. Pearl St. (Cedar St. Entrance)
Denver, CO 80209

DSST: Montview

2000 Valentia Street
Denver, CO 80238



THE BIG 5



#1

Accelerate student proficiency to prepare STEM leaders of the future



#2

Retain 83% of transformational talent across the network



#3

Cultivate joyful, high-demand school communities for over 7,550 students



#4

Achieve top quality, all Green schools on 2025-26 Colorado SPF



#5

Position DSST for future growth

Story of Tiered School Supports at DSST

Take an Audit: Reviewed all Tiered School Supports from the past 3 years to: identify the strengths, areas of opportunity and recommend changes

Areas of Strength	Areas for Improvement
<p><i>#1: Clarity, Alignment, and Coherence of people and strategy within specific partnerships</i></p> <p><i>#2: Leadership moves of SDs/MDs</i></p> <p><i>#3: Prioritize people work</i></p>	<p><i>#1: Aspects of the process were too complex or undefined.</i></p> <p><i>#2: Tools for monitoring/responding to data did not have high user value.</i></p> <p><i>#3: Platforms for communication and cadence for communication were insufficient.</i></p>



Achieve top quality, all Green schools on
2025-26 Colorado SPF

Key Ideas & Vision of Tiered School Supports

Key Ideas:

- Reinforce and scale what **works**
- Build a vision and gameplan that aligns to the **core problems we need to solve**

Vision:

All schools for 25-26 stay green/go green. Our people, processes, and technology are working with **coherence** to drive results on the student level.



Achieve top quality, all Green schools on
2025-26 Colorado SPF

Core Strategy #1: Partners must Agree to a Partnership

Reflection question:

- What makes a strong partnership between a school and network or central office team?

Turn and talk to a partner and be prepared to share out your ideas.



Core Strategy #1: Criteria for Success for a Strong Partnership

- **Clear focus areas** aligned to existing school priorities
- A shared commitment to improvement and working as **one team**
- Open communication, **real-time honesty** when things aren't working, and willingness to adjust
- **Consistent follow-through** on agreements
- **Side-by-side coaching** to build leadership capacity
- A **tight feedback loop** grounded in seeing the work with students and giving real-time feedback



Core Strategy #1: Partners must Agree to a Partnership



Key Idea:

The quality of our work will be determined **by the strength** of our partnership agreements/gameplan.



Review the **handout** on your tables titled "Partnership Agreement Template"

What elements are present in this agreement that will support driving to student outcomes?



Core Strategy #1: Partners must Agree to a Partnership

What elements are present in this agreement that will support driving to student outcomes?

Partnership Agreement Criteria For Success:

- ✓ Weekly, time-stamped supports
- ✓ Quarterly key results broken into short-cycle, manageable goals
- ✓ Clear roles and responsibilities to ensure coherence
- ✓ Specific dates/times detailing what work will be done
- ✓ Scheduled progress-monitoring checkpoints with aligned responses to data



Core Strategy #2: Follow the Green Brick Road

Don't use performance data yet?

- What would you need to create a process to review School Performance Data to inform your support of school(s)?

Use Performance Data Already?

- Where are there areas of opportunity to strengthen your approach?



Core Strategy #2: Follow the Green Brick Road

DSST Approach:

Analyze the SPF results as a network team and lead **Go Green, Stay Green Meetings** with school leaders to:

- Basic foundations of the Colorado State Performance Framework
- How your school performed on CO SPF 25 and *why*
- Articulate a **data pathway** to **going green or staying green** on CO SPF 26



Core Strategy #2: Follow the Green Brick Road

Cole MS SPF - How to Go Green?

- Growth (MGP) in R&W and Math are both above 50 (Green)
- Achievement (average CMAS scale score in ELA, Math, and Science 8) are minimum Yellow



If these are met, then a school will be Green. If not, then other measures will determine whether the school is Yellow/Orange/Red.



Core Strategy #2: Follow the Green Brick Road

Cole MS' Median Growth Percentile was below 50 in both Math and ELA, and ELA, Math, and Science Achievement data were Red--Cole MS landed **Yellow.**



Core Strategy #2: Follow the Green Brick Road

4a. Cole MS: Meets key results assigned to priority areas:

4a.1 *Math Leader Development*

- Jenny consistently meeting coaching touchpoints
 - Link proficient in 4B
 - Student proficiency on focus standards improving from Q2 benchmark
-

4a.2 *Culture Leader Development*

- Attendance goal for Q3 is 85%.
 - 85% of assigned attendance action steps are followed up on by advisors/leaders
 - Decrease in the number of students at each DI threshold by 10%
-

4a.3 *ELA Leader Development*

- Meg proficient in data meetings/Nelson proficient in LICM including mini LASW
 - ELA teachers proficient in 3B/4B
 - Student proficiency on focus standards improving from Q2 benchmark
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Core Strategy #2: Follow the Green Brick Road

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-



Core Strategy #2: Follow the Green Brick Road

Where do you see **alignment** between the school's performance data and the Priority Supports we designed and implemented?



Core Strategy #3: Stand up a Team + Get Courtside

Key Idea:

All of the key players are present to track progress, celebrate where we are winning, identify barriers to progress on key results, understand root cause at barrier, and align actions.



Core Strategy #3: Get Courtside

Getting Courtside is about being "Side by Side":

Prioritizing seeing the work, giving feedback in the moment to improve practice, and celebrating success to reinforce strong practices

About to see a short video example of getting courtside. In the movie, "Man On Fire" the swimmer is **"the fastest in the pool and slowest off the blocks."**



Core Strategy #3: Get Courtside

As you watch consider:

What impact does this courtside coaching have on her performance?

How does this apply to school improvement?





Core Strategy #3: Get Courtside on the Support

What impact does this side by side coaching have on her performance?

How does this apply to school improvement?



Core Strategy #4: Get Courtside on the Support



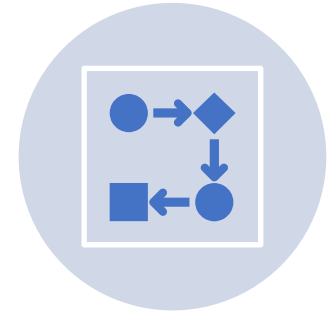
PROXIMITY MATTERS—
SEEING THE WORK
ALLOWS FOR
PRECISE,
IN-THE-MOMENT
FEEDBACK.



PRACTICE TAKES
PERSISTENCE—
FEEDBACK OFTEN
REQUIRES MULTIPLE
ATTEMPTS TO STICK.



SIDE-BY-SIDE
COACHING
ENABLES REAL-TIME
COURSE
CORRECTION WITH
SUPPORT
PARTNERS.



THIS APPROACH
CREATES SHORT
IMPROVEMENT
CYCLES, REINFORCES
BEST PRACTICES, AND
RESETS GOALS AS
TEAMS GROW.



Sharing Key Resources

Tiered School Supports Resources

- Partnership Agreement Template
- Tiered School Support Hub Example
- Agenda Go Green, Stay Green Meeting



Tiered School Supports



**“
Your
feedback
helps us all
move forward
together**



**Colorado League of
Charter Schools**



Each time you take the survey you can enter to win prizes