

Priority Student Outcomes

Promote Student Engagement and Well-Being

Prepare All Students for Post-Graduation Success

Improve Academic Achievement and Growth for All Students

All Students Have Equitable Access to a High-Quality Education

Strategic Theme #1 Health, safety and social-emotional supports for students

OBJECTIVES

1. Enhance physical and psychological safety and security for students and staff.
2. Increase physical, social-emotional, behavioral, and mental health competency through prevention and intervention efforts.
3. Establish an inclusive culture to ensure all students feel safe and valued.

STRATEGIC INITIATIVES

PHASE 1

- 1a. Partner with city, county, state, and federal stakeholders on meeting new and on-going identified safety enhancement.
- 2a. Ensure consistent implementation of the Multi-Tiered System of Supports (MTSS) framework to include implementation of a comprehensive social-emotional learning (SEL) framework, trauma-informed practices, and restorative practices.
- 3a. Increase and embed learning opportunities and experiences involving inclusion, diversity, equity, and accessibility.

PHASE 2

- 1b. Enhance safety procedures through partnership with students, parents, and staff.
- 2b. Develop a comprehensive system that unifies district resources, communications, procedures, and supports to address student health and wellness.

Strategic Theme #2 Post-graduation guidance and preparation

OBJECTIVES

1. Increase stakeholder awareness of all post-graduate opportunities.
2. Enhance and increase sustainable, quality educational pathway opportunities for all students.

STRATEGIC INITIATIVES

PHASE 1

- 1a. Utilize a systemic and coordinated approach to ensure awareness of pathways leading to Associate's and Bachelor's degrees, industry credentials, and military service.

PHASE 2

- 2a. Enhance and increase equitable middle and high school career and technical education, concurrent enrollment, and college readiness opportunities in every region of DCSD.

PHASE 3

- 2b. Enhance and increase work-based learning opportunities where students progress from learning about work to learning through work in focused career cluster pathways.

Strategic Theme #3 Positive and supportive culture

OBJECTIVES

1. Define and implement a high-performing working environment for all DCSD employees.
2. Enhance engagement for all DCSD employees through mutual respect and positive recognition.
3. Enhance opportunities for all employees to be DCSD ambassadors who are informed and empowered in their professional practice.

STRATEGIC INITIATIVES

PHASE 1

- 1a. Define and develop agreed upon core values, behaviors, and collective commitments.
- 2b. Create systems to regularly celebrate individuals and teams in the district.

PHASE 2

- 3a. Create systems that increase transparency and encourage effective and accurate communication to all staff throughout the district.

PHASE 3

- 2a. Create structures where each employee understands the purpose and value of his/her role in the district and the impact their work has on the entire system.

Strategic Theme #4 Aligned curriculum with flexible instructional delivery

OBJECTIVES

1. Create and implement an inclusive, equitable, and comprehensive PK-12+ curriculum aligned to Colorado Academic Standards (including enabling systems).
2. Create district-wide aligned instructional frameworks to implement data-informed, flexible instructional practices (including enabling systems).

STRATEGIC INITIATIVES

PHASE 1

- 1a. Establish a district-level curriculum framework that includes aligned resources.

- 2a. Establish and sustain professional learning and practice around professional learning communities.

- 2b. Establish differentiated pathways of continuous professional learning for all staff to systematically support teaching and learning.

Strategic Theme #5 Equitable distribution of resources

OBJECTIVES

1. Increase access to equitable opportunities for students by determining and implementing base programming expectations at every school.
2. Create a system for personnel allocation distribution that includes a set of base expectations that increase equitable opportunities for all students at every school.

STRATEGIC INITIATIVES

PHASE 1

- 1d. Align the school boundary and enrollment analysis with the strategic plan to ensure that the utilization of school buildings supports the equitable distribution of resources.

- 2b. Review and determine the best practice guidelines that guide additional pay, including but not limited to athletics and activities, committees, instructional purposes, and one-time responsibilities and events.

PHASE 2

- 1a. Determine the base expectations for academic programming at all levels of schools including universal, targeted, and intensive intervention/enrichment.

PHASE 3

- 1b. Determine the base expectations and best practice agreements (financial assistance/scholarships/fundraising) to guide academics, athletics, and activities.

- 1c. Research options to increase student access to academics, athletics, activities and all aspects of DCSD student opportunities and programming.

- 2a. Determine base staffing and qualification expectations for administrative, certified, and classified positions (e.g., PLS Librarian, Interventionists, etc.) at all levels to align with base programming expectations as outlined in Objective 1, Initiative 1a.

Strategic Theme #6 Recruitment, retention and development of high-quality employees

OBJECTIVES

1. Increase retention rates in all employment categories, with special attention to instructional support, trades, and teachers.
2. Enhance and expand recruitment of high-quality employees, to include an emphasis on diversity.
3. Promote a culture of learning and development for all employees by providing opportunities and pathways for growth and advancement.

STRATEGIC INITIATIVES

PHASE 1

- 1a. Develop and recommend a predictable compensation schedule for all employee groups that acknowledges experience/longevity, knowledge, and performance. It should be easily comparable to neighboring school districts, and progressively move toward regionally competitive pay for all employees.

PHASE 2

- 2a. Design and implement an effective recruitment plan that attracts high-quality candidates, with an emphasis on diversity and inclusion.

PHASE 3

- 1b. Analyze, correct, and align employee processes and expectations throughout the district.

- 1c. Design and implement a successful retention plan that addresses all employee groups.

- 3a. Provide and enhance development opportunities for classified, pro tech and administrators.



Our Vision

The Douglas County School District (DCSD) strives to maximize the potential of every student to pursue his or her chosen endeavor in society, including but not limited to postsecondary education, career, or military service.

Our Mission

The mission of the Douglas County School District is to provide an educational foundation that allows each student to reach his or her individual potential.

Phase 1: Launching now through June 1, 2020
Phase 2: Launching now through June 1, 2023
Phase 3: Launching now through June 1, 2025