Monitoring Report: Safe, Positive Climate and Culture
Report Date: May, 2024

I.   Overview

Safe, Positive Climate and Culture
- A purposeful focus on creating a caring, safe, fun, supportive, and positive learning and working environment for all students, district employees, parents, and community is manifest throughout the district.
- There is clear evidence and a common understanding of the shared belief that all students can succeed when given a safe and caring learning environment. To that end:
    - District employees, parents, and community work collaboratively, proactively and responsibly to ensure the psychological wellbeing of all students.
    - A focused level of teamwork and professional development is ongoing among district employees, community, and law enforcement agencies to ensure the physical safety of students, district employees and visitors.
- Behavior Expectations are clearly articulated, supported, and taught.
- Multiple communication systems are available and used by students, district employees, parents, and community to ensure all voices are heard.

Associated Executive Limitations:
- EL-8: Treatment of Students, Parents/Guardians and Community Members
- EL-9: Student Conduct, Discipline and Attendance
- EL-10: School Safety

II.   Board of Education Ends Monitoring

Policy End: (III-A) - A purposeful focus on creating a caring, safe, fun, supportive, and positive learning and working environment for all students, district employees, parents, and community is manifest throughout the district.

Interpretation: *Compliance will be demonstrated when the district focuses on consistent climate and culture norms, teachers and staff feel supported by their leaders and the district, and when teachers and staff would recommend their environment as a safe and caring place to work and learn. Further, compliance will be demonstrated when students perceive that their school is safe and that they have a sense of belonging.*

Evidence -

    a. **Teaching and Learning Conditions Colorado Survey** - Initiated through HB08-1384, the Teaching and Learning Conditions in Colorado (TLCC) survey is a statewide, anonymous survey intended to support school, district, and state improvement planning, as well as research and policy.

TLCC Question	2022 Result	2024 Result	Change
This school is a safe place for students to learn.	95%	**95%**	0%
Our school is a safe place to work.	96%	**96%**	0%
Students at this school have at least one adult on staff they can trust to support them with social, emotional, or personal concerns.	98%	**98%**	0%
I would recommend this school as a good place for students to learn	94%	**95%**	1%
Our school provides effective academic support to students who need them.	80%	**90%**	10%
Teachers' and support personnels' professional expertise is valued.	83%	**86%**	3%
Teachers and support personnel have an adequate level of influence on important school decisions.	74%	**79%**	5%
Students' social and emotional learning is adequately supported in this school.	89%	**89%**	0%

    b. **Healthy Kids Colorado Survey** - DCSD voluntarily participates in the Healthy Kids Colorado Survey (HKCS), the state's only comprehensive survey on the health and well-being of young people. The purpose of this survey is to better understand youth health and the factors that help young people make healthy choices.

HKCS Question**	2019	2021	2023	Change
Percentage of students who most of the time or always enjoyed being in school over the	28.4%	38.2%	39.3%	1.1%

last year				
Percentage of students who participate in extracurricular activities at school*	66.6%	65.5%	73.5%	8.0%
Percentage of students who skipped one or more whole days of school during the past four weeks	21.0%	18.6%	28.4%	9.8%
Percentage of students who think most of their classes are fairly, quite, or very interesting	65.4%	72.9%	70.0%	-2.9%
Percentage of students who think the things they are learning in school are going to be important or very important for later in life	48.8%	49.5%	54.3%	4.8%
Percentage of students who usually or definitely think their grades are better than most students in class	65.2%	75.3%	70.4%	-4.9%
Percentage of students who usually or definitely think their school lets their parents or guardians know when they have done something well	31.4%	46.6%	34.4%	-12.2%
Percentage of students who usually or definitely think their teacher notices when they do a good job and lets them know about it*	41.9%	52.6%	61.8%	9.2%
Percentage of students who usually or definitely feel safe at school*	86.3%	90.6%	92.5%	1.9%
Percentage of students who agree or strongly agree that they belong at their school*	N/A	68.2%	69.1%	0.9%
Percentage of students who have an adult to go to for help with a serious problem.	76.2%	80.4%	80.5%	0.1%
Percentage of students who have been bullied on school property, during the past 12 months,?	15.3%	14.1%	14.6%	0.5%

c. **DCSD Family-School Relationship Survey** - DCSD initiated a family survey to better understand the needs and experiences in our school communities. A total of 3951 responses were collected during the survey administration window.

Question	% Agree or Strongly Agree
My student is safe at school.	87%
My student is safe going to and from school.	93%
My student knows how to respond to someone who tries to bully or intimidate him/her.	74%

My student knows how to make choices that positively impact his/her physical and emotional health.	88%
This school provides a welcoming environment for all students.	80%
When I visit this school, the building and grounds are clean, safe, and well-maintained.	94%

    d. **Superintendent Climate and Culture Norms:**
- Presume Positive Intent
- Exude and Expect Optimism
- Address Concerns the Right Way
- Create a Culture of Safe Mistakes
- Communicate Kindly and Respectfully

These norms were shared with all staff and have been built into district leadership meetings and professional development and are modeled by Superintendent Kane and her staff.   These norms were also incorporated into Workday Non-Licensed evaluations.
- Timely transparent communications (email updates from Supt. Kane, staff town halls, school visits, video messages, etc.)
- Continued the DCSD Teacher Connect Group (link to email communication about this)
- Employee Council
- Rock Star award presentations
- Employee Appreciation Week (May 8-12)
- Apple Awards (hosted by The Foundation for Douglas County Schools)
- Retirement Ceremony
- Lunches/breakfasts at schools
- Updating staff lounge space / more comfortable work environments
- Absorbing health insurance premium increases
- One-time pay stipends
- Adding more staff perks such as: free lunches, discounts on BASE (child care) for staff, and other employee discounts
- Staff Wellness website - Douglas County School District's Staff Wellness program empowers employees to "choose the best you" through health education and activities that sustain healthy lifestyles resulting in improved productivity and morale. This includes offering wellness screenings in partnership with our healthcare partners exclusive to DCSD.
- Supt. Kane presented State of DCSD in-person to approximately 6,000 employees in April 2024, including an interactive engagement and feedback opportunities.
- Staff and School Spotlights and Videos (also see DCSD's YouTube channel)

    e. **DCSD Employee Guide** - DCSD's revised guide for employees to understand benefits, programs, expectations and rights. This guide is updated annually.

f. **Building Foundations: Trust & Norms**
   DCSD Director of Organizational Development & Experiential Learning, Jolee Jones, facilitated a series of sessions for the DCSD District Leadership Team with a specific focus on organizational leadership, building trust and reinforcing Superintendent Kane's climate and culture norms.
   - September - [System Movement](#)
   - October - [Burnout: Leading the Way](#)
   - November - [Leading the Way: Awareness](#)
   - December - [Leading the Way: Presence and Awareness](#)
   - January - [Leading the Way: Presence to Awareness](#)
   - March - [Leading the Way: Personal Courage](#)

Policy End: (III-B) - There is clear evidence and a common understanding of the shared belief that all students can succeed when given a safe and caring learning environment.

Interpretation: *Compliance will be demonstrated when district employees, parents, and community work collaboratively, proactively and responsibly to ensure the psychological wellbeing of all students. In addition, a focused level of teamwork and professional development is on-going among district employees, community, and law enforcement agencies to ensure the physical safety of students, district employees and visitors.*

Evidence -
a. **Safety and Security Updates** - DCSD provided Safety and Security updates throughout the year to the DCSD community.
   - Board of Education Update ([April 23, 2024](#))
   - Board of Education Update ([September 12, 2023](#))
   - Board of Education DCSD Spotlight - Board Recognition of National School Resource Officer (NASRO) Practitioners ([September 12, 2023](#))
   - Superintendent Update (December 17, 2023)
   - Superintendent Update (January 31, 2024)
   - Superintendent Week in Review ([March 1, 2024](#))
   - Superintendent Week in Review ([January 12, 2024](#))
   - DCSD News ([March 28, 2024](#))

b. **School Resource Officer Training** - School Resource Officers attend training sponsored by the [National Association of School Resource Officers](#) (NASRO) and the Colorado Association of School Resource Officers, locally and nationally, to stay on the cutting edge of this field. DCSD also provides training focused on security protocols, trauma-informed practices, supporting students with disabilities and threat assessment.
   - July 24-25, 2023 - SRO Solo Officer Response to an Active Shooter/Tactical Training
   - July 27, 2023 - SRO Active Threat Mock Training at HRHS
   - August 1, 2023 - Addressing Matters Involving Students with Disabilities
   - August 2, 2023 - Canvass Training Modules/SRP Refresher

- August 3, 2023 - Threat Assessment Refresher
- August 4, 2023 - Anxiety Training
- November 3, 2023 - The Bulletproof Mind/Safe Schools and Healthy Students
- September 16, 2023 - LEO Combat Carbine and Pistol Gunfighter's Course
- January 8, 2024 - Child Abuse Investigations / Behavioral Intervention Plan Summaries and YCRT Processes and Decision Tree
- February 16, 2024 - Range Qualifications / DHS Protocols
- April 26, 2024 - PIO Orientation/ Victim's Rights Training/ Aspen Effect Teen Advisory Board

c. **Threat Assessment Training and [Resources](#) For Administrative Teams** - DCSD Mental Health team provides student mental health resources, training and support for schools including Threat Assessment Training.
- All administrative teams are compliant with required Threat Assessment Training (23-24). All members of threat assessment teams renew their training every three years.

d. **Regularly Scheduled Meetings** - DCSD has regularly scheduled meetings with specific employee groups to discuss, plan and implement research and prevention-based practices.
- School Counselors
- Counseling Leadership Team
- Mental Health Professionals
- District Leadership
- Safety and Security

e. **School-Based Prevention -** DCSD schools implement prevention-based programs for students (i.e. Social and Emotional Learning, Signs of Suicide and Suicide Prevention).
- School counselors design and deliver school counseling programs that implement a [Comprehensive Counseling Program](#) (American School Counseling Association National Model, research-based framework) to improve student outcomes in achievement, attendance and discipline.
- [DCSD & Comprehensive School Counseling Programs](#) (2022-2024):
  1. are based on data-informed decision making
  2. are delivered to all students systematically
  3. include a developmentally appropriate curriculum focused on the mindsets and behaviors all students need for postsecondary readiness and success
  4. close achievement and opportunity gaps
  5. result in improved student achievement, attendance and discipline.
- 56 Douglas County Schools received recognition for their work in aligning their counseling programs to the ASCA recommendations for research-based, best practices in school counseling.

f. **Safety and Security Committee** - The DCSD Safety and Security Committee is formed of members of the DCSD School Board, DCSD leadership personnel, Douglas County Government, law enforcement, fire department, mental health and community members, along with charter and private schools for the purpose of collaboration on school safety matters. This year, we have covered the following topics and have welcomed guest speakers from community organizations:
   - September 2023 - SRP training/lockdown procedures, search policies and District Attorney's Office overview.
   - October 2023 - Data feedback regarding vape detector system, principal feedback on safety and security and Safe2Tell discussion.
   - November 2023 - Raptor demonstration (Visitor Management, Volunteer Management, Emergency Management and Student Safe).
   - December 2023 - Douglas County Department of Human Services, Child Protection and Adolescent Casework presentation and Juvenile Assessment Center presentation.
   - January 2024 - Colorado Information Analysis Center, overview of program to include All Threats Intelligence Unit, Infrastructure Protection, Cyber Unit and Watch Center/Safe2Tell. Search policy revision discussion.
   - February 2024 - No Meeting
   - March 2024 - Security updates, 18th Judicial District information, DC Support Center overview and Youth Crisis Response Team overview.
   - April 2024 - Be SMART presentation, Association of Threat Assessment Professionals (ATAP) Conference presentation.
   - May 2024 - Mental Health and Threat Assessment presentation, law enforcement partners end of year debrief.

g. **Mandatory Training** - DCSD Staff provides mandatory training modules for staff. These modules are reviewed each year and updated as needed. These modules include:
   - Standard Response Protocol (SRP)
   - Run, Hide, Fight
   - Keeping Student Safe
   - Student Data Privacy
   - Respect at Work

September Snapshot - Licensed staff that has completed training.*

Completed	Total	Percentage
3174	3303	96%

Based on licensed staff acknowledgement in Workday

h. **Ongoing Leader Support and Training** - DCSD provides training and support for all school administrative teams regarding safety, security and training drills.
   - District Leadership Training - The Role of SRO Segment I and II - Supporting Students with Behavior Intervention Plans (August - September 2023)

- ○ Search Procedure Training for all administrators (Quarter I 2023)
- ○ District support and law enforcement training with lockdown and safety drills
- ○ Schools complete monthly drills (i.e. fire drills)
- ○ School-based Emergency Response/Crisis Management Plan support

Emergency Drills - DCSD performs frequent emergency drills at each location throughout the year. Each location is required to do two (2) lockdown drills, two (2) secure drills, two (2) shelter in place drills and ten (10) evacuation drills during the school year.

Drill Type	Total Drills*	Required Drills	Percentage (expectation is 90% in May)
Lockdown	138	138	100%
Lockout	130	138	94%
Shelter	123	138	89%
Evacuation	663	690	96%

Total drills as of May 2024 for neighborhood schools

i. **Cabinet and School Leadership Incident Command Preparation and Response Training**
   - ○ Training I- August 29, 2023
   - ○ Training II - November 7, 2023
   - ○ Training III - February 2, 2024
   - ○ Training IV - May 28, 2024

j. **Partnerships with Local Law Enforcement** - DCSD continues to collaborate and coordinate with our local law enforcement partners.
   - ○ Board of Education Update (April 23, 2024)
   - ○ Intergovernmental Agreements (IGA) between DCSD and local law enforcement
     1. April 23, 2024 - Intergovernmental Agreement (IGA) between Douglas County School District and Douglas County Sheriff's Office and the Town of Castle Rock regarding the shared costs for providing Deputy Sheriffs to the School District to act as School Resource Officers (SRO).
     2. March 12, 2024 - Amendment to the Intergovernmental Agreement (IGA) between Douglas County School District and Douglas County Sheriff's Office, which involves the addition of seven (7) School Resource Officers (SRO) funding by the 2023 Mill Levy Override (MLO) funds.
     3. January 23, 2024 - Intergovernmental Agreement (IGA) between Douglas County School District and the Town of Parker regarding the sharing costs for providing Deputy Sheriffs to the School District to act as School Resource Officers (SROs).
     4. August 8, 2023 - Intergovernmental Agreement (IGA) between Douglas County School District and the Town of Parker regarding the sharing costs

for providing Deputy Sheriffs to the School District to act as School Resource Officers (SROs).

k. **Additional Campus Security and School Resource Officers -** DCSD has exceptional collaborative partnerships with local law enforcement agencies and continues to increase trained safety and security personnel at schools.
- Each neighborhood high school and middle school have a designated SRO in their building.
- During the second semester of this school year (2023-2024):
  1. Over half of neighborhood elementary schools have added Campus Security Specialists (31/49).
  2. Law enforcement partners added 7 additional SROs and more are in the hiring process.
  3. A Security Manager and a Patrol Officer were hired to align with the regional support structure.
- Training for Campus Security Specialists includes:
  1. Standard Response Protocol, Crisis Prevention and Intervention, Trauma-Informed Practices, Mental Health First Aid, Bully Prevention, Child Abuse Reporting, Emergenetics, de-escalation.

l. **Standard Response Protocol (SRP) Magnets and Parent's Guide to Crisis Communications** - Over 70,000 magnets outlining the Standard Response Protocol were distributed to DCSD schools, support sites and law enforcement agencies for distribution to families, staff and community members. These magnets highlight the five different SRP actions that can be taken during an emergency. In addition, DCSD updates its "[A Parent's Guide to Crisis Communications](#)" document annually. This can be found on the DCSD website.

m. **Emergency and Reunification Process Exercise** - DCSD conducted reunification drills in July, 2023. These drills included DCSD students, staff and local law enforcement personnel.
- Reunification Training on November 13 and 14, 2023
- Reunification Refresher Training - July 2024

n. **Safe2Tell** - Safe2Tell provides students, parents, and community members a safe and anonymous way to report information about any issues that concern their safety or the safety of others. In 2023 Douglas County received 2457 tips which is an average of 35 tips a week. This is an increase of 38% from 2022. The most common tips are related to suicide threats/welfare checks, bullying, and drugs. In DCSD, every tip is responded to by school administrators, or other members that are part of the multidisciplinary team, and they complete a disposition documenting action taken and any relevant outcomes.

o. **[Teaching and Learning Conditions Colorado Survey](#)** - Managing Student Conduct - More than 95% of DCSD's participants will respond that DCSD Schools are safe places

to learn and that students have one adult on staff they can trust to support them with social, emotional, or personal concerns.

TLCC Question	2022 Result	2024 Result	Change
This school is a safe place for students to learn.	95%	**95%**	**0%**
Students at this school have at least one adult on staff they can trust to support them with social, emotional, or personal concerns.	98%	**98%**	**0%**
I would recommend this school as a good place for students to learn	94%	**95%**	**1%**
Our school provides effective academic support to students who need them.	80%	**90%**	**10%**

p. **Healthy Kids Colorado Survey** - DCSD voluntarily participates in the Healthy Kids Colorado Survey (HKCS), the state's only comprehensive survey on the health and well-being of young people. The purpose of this survey is to better understand youth health and the factors that help young people make healthy choices.

HKCS Question**	2019	2021	2023	Change
Percentage of students who most of the time or always enjoyed being in school over the last year	28.4%	38.2%	39.3%	1.1%
Percentage of students who participate in extracurricular activities at school*	66.6%	65.5%	73.5%	8.0%
Percentage of students who skipped one or more whole days of school during the past four weeks	21.0%	18.6%	28.4%	9.8%
Percentage of students who think most of their classes are fairly, quite, or very interesting	65.4%	72.9%	70.0%	-2.9%
Percentage of students who think the things they are learning in school are going to be important or very important for later in life	48.8%	49.5%	54.3%	4.8%
Percentage of students who usually or definitely think their grades are better than most students in class	65.2%	75.3%	70.4%	-4.9%
Percentage of students who usually or definitely think their school lets their parents or guardians know when they have done something well	31.4%	46.6%	34.4%	-12.2%
Percentage of students who usually or definitely think their teacher notices when they do a good job and lets them know about it*	41.9%	52.6%	61.8%	9.2%
Percentage of students who usually or definitely feel safe at school*	86.3%	90.6%	92.5%	1.9%
Percentage of students who agree or strongly agree that they belong at their school*	N/A	68.2%	69.1%	0.9%
Percentage of students who have an adult to go to	76.2%	80.4%	80.5%	0.1%

for help with a serious problem.				
Percentage of students who have been bullied on school property, during the past 12 months,?	15.3%	14.1%	14.6%	0.5%

*Questions identified as <u>protective factors</u> (those associated with protecting youth
from substance use, violence, and poor mental health) by Colorado Department of Public Health and Environment.
**Disaggregated results are available on the data dashboard (Student demographics based on HKCS student
responses)

Percentage of students who agree or strongly agree that they belong at their school*	2023 %	95% confidence Interval	2021 %	95% confidence Interval
American Indian/Alaska Native	64.1%	(58.0% - 70.1%)	N/A	N/A
Asian	71.2%	(68.3% - 74.1%)	60.5%	(55.7% - 65.2%)
Black/African American	53.6%	(48.5% - 58.7%)	51.9%	(37.6% - 66.2%)
Hispanic	61.2%	(55.4% - 67.0%)	60.5%	(57.0% - 64.1%)
Multi-Racial	63.6%	(61.2% - 66.0%)	57.5%	(54.8% - 60.2%)
White	72.5%	(71.1% - 73.9%)	66.5%	(63.2% - 69.8%)
Total	69.1%		64.4%	

*Results based on regional reporting

Percentage of students who have been bullied on school property, during the past 12 months.	2023 %	95% confidence Interval	2021 %	95% confidence Interval
American Indian/Alaska Native	14.1%	(8.3% - 19.8%)	19.2%	(0.5% - 37.8%)
Asian	11.4%	(9.3% - 13.4%)	10.0%	(8.3% - 11.8%
Black/African American	22.5%	(16.6% - 28.4%)	25.0%	(18.5% - 31.6%)
Hispanic	14.0%	(11.9% - 16.2 %)	14.4%	(11.3% - 17.5%)
Multi-Racial	17.9%	(16.1% - 19.7%)	19.2%	(16.8% - 21.7%)
White	13.8%	(12.6% - 15.1%)	13.9%	(12.5% - 15.3%)
Total	14.6%		14.5%	

*Results based on regional reporting

q. **DCSD Family-School Relationship Survey** - DCSD initiated a family survey to better understand the needs and experiences in our school communities. A total of 3951 responses were collected during the survey administration window.

Question	% Agree or Strongly Agree
I feel welcome at my student's school.	90%
Students are generally respectful of each other.	78%
My student's teachers care about him/her as a person.	85%
There is adequate recognition of my student's successes.	76%
My student shows genuine enthusiasm for learning.	77%

My student feels like they belong at school.	80%

r. **Extracurricular participation** - DCSD encourages students to participate in activities, clubs and sports in schools in order to increase our students' sense of belonging. ([End of the year report for 22-23](#))

s. **Student Attendance** - DCSD provides attendance training and resources to schools and actively monitors student attendance.
- Attendance Training Videos
- DCSD Attendance Guidelines
- Attendance Codes and When to Use Them
- IC Attendance - IT Support Center
- School Messenger - IT Support Center

Average Number of Student Absences - 2023 - 2024 as of 4/25/24

Student Group	Average Number of Days
Kindergarten	7.5
Grade 1	6.7
Grade 2	6.3
Grade 3	6.2
Grade 4	6.4
Grade 5	6.4
Grade 6	6.3
Grade 7	7.0
Grade 8	7.7
Grade 9	6.9
Grade 10	7.6
Grade 11	7.5
Grade 12	8.5
American Indian or Alaska Native	8.2
Asian	5.8
Black or African American	7.5
More Than One Race Identified	7.0
Native Hawaiian or Other Pacific Islander	10.1
White	6.6
Economic Disadvantage (Free and/or Reduced Lunch Eligible)	9.9

Policy End: (III-C) - Behavior Expectations are clearly articulated, supported, and taught.

Interpretation: *Compliance will be demonstrated when DCSD expectations for employee and student conduct are published and available for students, staff and the public, and the expectations are implemented consistently across the district.*

Evidence -
   a. **DCSD Employee Guide** - DCSD's guide for employees to understand benefits, programs, expectations and rights.

   b. **Student Code of Conduct - 2023 - 2024** - DCSD's Student Code of Conduct is updated and shared on the DCSD website. The Code contains the following sections for students:
      ○ Rights and Responsibilities
      ○ Due Process Rights
      ○ Discipline Policies and Procedures

   c. **Schools' Student Handbooks** - DCSD schools outline student rights and responsibilities in school student handbooks and make them available on their websites.

   d. **Family Acknowledgement of Student Code of Conduct** - DCSD families acknowledge that they have read the student code of conduct as a condition of annual student check in.

   e. **Administrator Attendance and Discipline Training** - DCSD offers multiple opportunities for administrator training outlining attendance and discipline processes, procedures and expectations. In four sessions, 292 administrators and staff completed the training.
      ○ July 31, 2023 - 2 sessions
      ○ August 23, 2023 - 2 sessions

   f. **Bullying Prevention and Education** - DCSD staff provided recommended revisions to the Prevention of Bullying policy to reflect best practices from CDE. (JICDE and JICDE-R- currently being revised).
      ○ By the end of quarter 1, all administrators and students completed the Bullying, Harassment, and Discrimination Training.
      ○ Schools implement bullying prevention learning based on school programming focus and learning standards and resources.

   g. **Student Discipline Matrix Review** - DCSD School leadership team is reviewing and revising the student discipline matrix.

Policy End: (III-D) - Multiple communication systems are available and used by students, district employees, parents, and community to ensure all voices are heard.

Interpretation: *Compliance will be demonstrated when the District has systems in place to provide timely, transparent communications and established two-way feedback mechanisms.*

Evidence

    a. **DCSD Communications** - DCSD staff provides consistent communications through a variety of avenues. *Many communications are made available in multiple languages (English, Spanish, Mandarin, and Russian).*

- *[Week in Review](#) (weekly)*
- *[Across the Board](#) (Board Meeting Summaries) (twice a month)*
- *[DCSD News](#) (monthly - to families)*
- *[Insights Newsletter](#) (monthly - to staff)*
- *Superintendent Updates (as needed, generally at least monthly)*
- *[Emergency Communications](#) (weather closures, delays, school security posture change, etc. as needed)*
- *[Parent University](#)*
- *DCSD Website/Mobile App*
- *Social Media Channels (Facebook, LinkedIN, Twitter, Instagram, Nextdoor, and YouTube)*
- *Comcast Channel 54 / Live Streaming*
- *Earned Media*
- *Weekly or Bi-weekly Updates and Newsletters (Principal Notes, Special Education Notes, Teacher Notes, PLS Notes, Business Office Bulletin, English Language Development Newsletter, Gifted Education Newsletter, Management Seminar Newsletter)*

    b. **Feedback** - DCSD provides consistent and frequent opportunities to gather feedback.

- *Teacher Connect*
- *[Employee Council](#)*
- *[Equity Advisory Council](#)*
- *[Douglas County Special Education Advisory Committee](#)*
- *Douglas County Gifted Education Advisory Council*
- *Douglas County Safety and Security Committee*
- *[DCSD Board Committees](#) - District Accountability Committee, Fiscal Oversight Committee, Long Range Planning Committee, Mill Bond Oversight Committee, and Student Advisory Group*
- *District Leadership Team Meetings*
- *Principal Meetings: Level Principal, Regional Principal, Assistant Principal/Dean, Activities and Athletic Director, and New Leader*
- *Superintendent Town Halls*
- *[Special Education Talks and Parent Engagement Events](#)*
- *Surveys*

1. **Listening/Two-Way Communication** - DCSD utilizes a variety of mechanisms to engage in two-way communication
   - *Website feedback form*
   - *Social media private messages/comments*
   - *Phone calls and emails*
   - *Let's Talk Forms (Transportation and I.T.)*
   - *[Special Education Talks and Parent Engagement Events](#)*
   - *Conexion*
   - *Unite to Uplift*
   - *[Gifted Education](#)*
   - *Employee Council*

III.   Executive Limitations Monitoring

- EL-8: Treatment of Students, Parents/Guardians and Community Members
- EL-9: Student Conduct, Discipline and Attendance
- EL-10: School Safety

EL - 8: Treatment of Students, Parents/Guardians and Community Members	
EL-8: With respect to staff interactions with students, parents, guardians and the community, the Superintendent will take reasonable steps to ensure conditions, procedures, actions, or decisions that are lawful, and in compliance with Board policy.	
Interpretation: *Compliance will be demonstrated when students, parents/guardians and community members are treated in a manner consistent with Board policy and state law.*	
Measure	**Status**
DCSD Mandatory Training for Staff	**Compliant**

Superintendent Climate and Culture Norms:
       Presume Positive Intent
       Exude and Expect Optimism
       Address Concerns the Right Way
       Create a Culture of Safe Mistakes
       Communicate Kindly and Respectfully
These norms were shared with all staff via livestream at the beginning of the school year and have been built into district leadership meetings and professional development.
Video (from livestream)
Email to Staff
	Compliant

DCSD Employee Guide - DCSD's guide for employees to understand benefits, programs, expectations and rights.	**Compliant**
	Compliant

EL-9: Student Conduct, Discipline and Attendance
EL-9: The Superintendent will manage the programs of the district with efforts to assure that school environments are positive, safe, conducive to the learning process, and free from unnecessary disruption through implementation of District policies and compliance with state and federal law. Accordingly, the Superintendent will operate within the delegation of authority given by the Board with regard to student discipline and will administer the programs of the District to

Measure	Status
further accomplishment of the following consistent with board governance policy and state and federal law:	
Interpretation:. *Compliance will be demonstrated when DCSD expectations for employee and student conduct are published and available for students, staff and the public, and the expectations are implemented consistently in accordance with board policy and state law.*	

Measure	Status
Student Code of Conduct - 2023 - 2024 ● Rights and Responsibilities ● Due Process Rights ● Discipline Policies and Procedures	**Compliant**
Student Attendance - Procedures and Expectations ● DCSD Attendance Policy - JH	**Compliant**
Enrollment Procedures	**Compliant**
	Compliant

Student Discipline Data - The table shows the quantity and percentage of students that were not disciplined and those students that were disciplined for a given year at a given level by disaggregated group. **CDE has not provided updated data for the 2022 - 2023 school year.**

Discipline	Ethnicity	19-20 %	20-21 %	21-22 %	19-20 #	20-21 #	21-22 #
Disciplined	American Indian or Alaska Native	9.73	2.7	23.6	25	7	63
Non-Disciplined	American Indian or Alaska Native	90.27	97.3	76.4	232	252	204
Disciplined	Asian	2.85	1.02	7.11	106	38	283
Non-Disciplined	Asian	97.15	98.98	92.89	3617	3700	3700
Disciplined	Black	10.41	3.66	41.12	87	29	345
Non-Disciplined	Black	89.59	96.34	58.88	749	764	494
Disciplined	Hawaiian/Pacific Islander	14.81	1.45	23.19	12	1	16
Non-Disciplined	Hawaiian/Pacific Islander	85.19	98.55	76.81	69	68	53
Disciplined	Hispanic	7.28	2.76	21.39	737	257	2160
Non-Disciplined	Hispanic	92.72	97.24	78.61	9382	9053	7940
Disciplined	Two or More Races	7.08	2.91	17.54	260	103	673
Non-Disciplined	Two or More Races	92.92	97.09	82.46	3410	3438	3164
Disciplined	White	5.99	2.56	16.37	2911	1157	7329

Non-Disciplined	White		94.01	97.44	83.63	45708	44112	37452

EL-10: School Safety
EL-10: The Board of Education recognizes that effective learning and teaching takes place in a safe, secure, and welcoming environment and that safe schools contribute to improved attendance, increased student achievement, and community support. Safe schools are a priority of the district and the district is committed to providing a safe environment in school, on school vehicles, and at school-sponsored activities. Accordingly, the Superintendent is responsible to assure that a safe schools plan is developed in accordance with applicable law and Board policies.
Interpretation: *Compliance will be demonstrated when the Safe Schools Act Accreditation Report demonstrates compliance with state law and the procedures required by the Colorado Department of Education.*

Measure	Status
Safe Schools Act Accreditation Report - Submitted November 2023 via the state's online submittal process.	**Compliant**
2023 DCSD District Performance Framework - Safety Assurances Meets Requirements	**Compliant**