



DCSD Board of Education
February 27th, 2024

Growth and Decline Updates:
North Planning Area

Learn Today, Lead Tomorrow

A Commitment to Our Students

- **Excellent Schools:** Each school is a point of pride in our community in which all students can explore their passions and develop their academic and essential skills, abilities, agency, and capacity.
- **College, Career, and Service Pathways:** Creating multiple pathways for students following high school graduation. Create a pipeline of employees for local industry.
- **Destination District:** An amazing place to work and go to school.



Planning for the Future: Addressing Growth and Decline in the NPA

Supporting Students, Families, Schools, Staff, and the Community

District
**Leadership
Team**


Douglas County
School District

Enrollment Challenges and Opportunities

Douglas County is 844 square miles.

- Communities such as The Canyons, Crystal Valley, and Sterling Ranch are developing quickly and need a school in their neighborhoods.
 - Historically, DCSD has provided community elementary schools in major geographic regions. Today, we have significant “school deserts.”
 - Currently, DCSD is busing young children to overflow schools in other regions, which is creating challenges.
- Many homes within central Highlands Ranch no longer have school-aged children, resulting in declining enrollment in some schools.
 - Getting schools to a more optimal enrollment size provides more opportunities for students across the district, helps level the playing field, and optimizes district resources.

“School Desert” Areas

Sterling Ranch/Solstice

(13,000 homes)

Crystal Valley/Montaine (Castle Rock)

(4,600 homes)

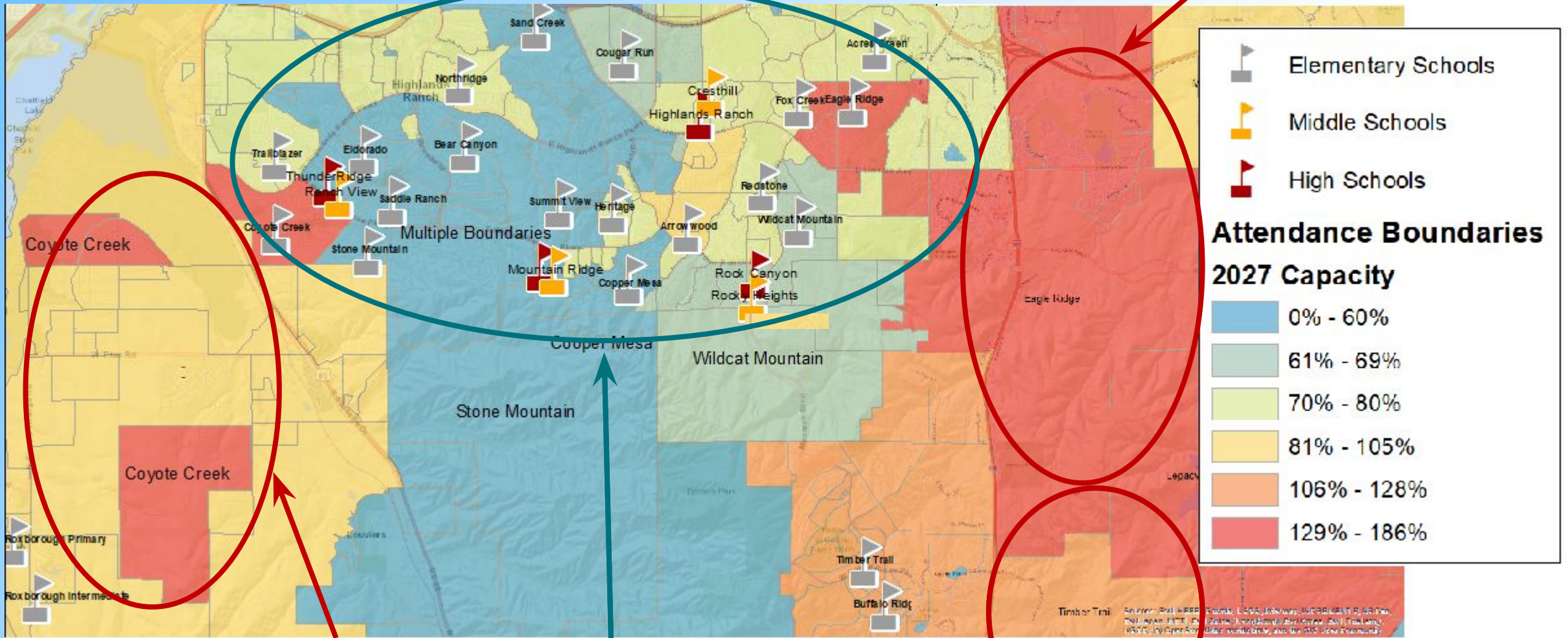
The Canyons (Castle Pines)

(5,000 homes)

Ridgegate East (Lone Tree)

(8,000 homes)

North Planning Area: Enrollment Challenges and Opportunities



**Ridgegate East
(8,000 homes)**

**Sterling Ranch/Solstice
(13,000 homes)**

**Highlands Ranch
(38,000 homes)**

**The Canyons
(5,000 homes)**

Learn Today, Lead Tomorrow

Planning for the Future: Enrollment

- **Develop a PROACTIVE 3-5 year plan (with significant family, staff, and community engagement) that addresses building elementary schools in our “school deserts” and the future pairing of elementary schools in our declining enrollment north planning area.**
- **Pairings would target the the Fall of 2026 timeline.**
- **Due to experiencing both growth and decline in the north planning area, the district is in a position to guarantee that future elementary school consolidations *will not result* in the loss of staff member jobs.**
- **The district has many uses for buildings, such as special education programming (e.g. Bridge, Child Find), homeschool support, career and technical education, office and professional development space, etc., that will further optimize district resources.**

North Planning Area Enrollment Advisory Team

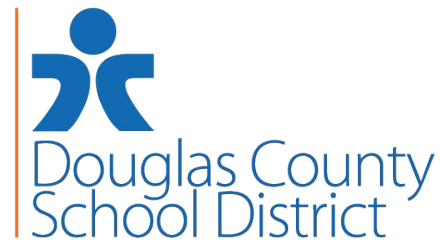
Operations and Community Engagement Teams

Est. 12.2023



Operations and Community Engagement Advisory Teams

Purpose



In collaboration with key stakeholders, the North Planning Area Enrollment Planning Teams will proactively develop a 3-5 year plan to address key areas of growth in West and East Highlands Ranch, as well as the decline of enrollment in central Highlands Ranch. Our commitments will include:

- Providing consistent and timely information to key stakeholders of the enrollment challenges in the north planning area is facing.
- Developing criteria that stakeholders can provide defined feedback on to utilize when pairing schools in the future.
- Utilize defined feedback from key stakeholders to develop potential solutions to pair schools in the north planning
- Solicit insight and feedback from representative stakeholder groups
- Ensure that all decisions are grounded in doing what's best for students.
- Develop a board policy to address school growth and decline (and potential school closure).

North Planning Area Enrollment Teams

Operations Team:

1. Mike Loitz- HR Director
2. Colleen Doan - Director of Budget
3. Shavon Caldwell - Planning Manager
4. Donna Grattino - Transportation Director
5. Ian Wells, EDOS
6. John Gutierrez, EDOS
7. Liza Meier, Executive Director of SPED
8. Lisa Graham, Director of Early Childhood
9. Gordon Mosher, Choice Programming
10. Natasha Straayer, Director of Advanced Academics
11. Shannon Bingham, Western Demographics
12. Doug Humphreys Eagle Ridge Principal
13. Julie Crawford, Eldorado Principal
14. Danny Winsor, Assistant Superintendent
15. Steve Colella, Chief of Staff

Community Engagement Team:

1. John Gutierrez, EDOS
2. Ian Wells, EDOS
3. Gordon Mosher, Choice Programming
4. Alison Rausch Director Community, Parent and Civic Engagement
5. Stacy Rader, Communications Officer
6. Paula Hans, PIO
7. Kate Welsh, DAC
8. Amy Moyle, Redstone|Principal
9. Katie Lynch, North Ridge Principal
10. Mike Kemp, LRPC
11. Nicole Lechman-Trujillo, Director of Special Education
12. Remy Rummel, Director of Language, Culture, and Equity
13. Danny Winsor, Assistant Superintendent
14. Steve Colella, Chief of Staff



NEXT STEPS

NPAET

Meeting Structure



Teams will meet every other month:

- December: Whole Team
- January: Operations
 - BoE Meeting
- February: Community Engagement
 - BoE Meeting
- March: Operations
- April: Community Engagement
- May: Operations
- June: Whole Team

**Community Engagement Sessions with various stakeholders will occur during this timeframe as well*

North Planning Area

Draft Timeline Sequence

Spring/Summer 2023: *Review of Engagement*

ACTION

Spring/Summer 2023

- Meet with DCSD Board of Education to Share:
 - Growth and Decline Challenges of the North Planning Area Elementary and Middle Schools.
 - Draft Engagement Timeline and Solicit Feedback
 - Meet with North Planning Area Principals to Discuss Enrollment Growth and Decline Challenges
 - North Planning Area Elementary Principals Met with Their Staff to Share Growth and Decline Challenges Presentation
 - North Planning Area Elementary Principals Met with Their SAC/SAC Chairs to Share Growth and Decline Challenges Presentation
 - North Planning Area Elementary Principals Met Solicited Feedback Through a Survey on the Growth and Decline Challenges Timeline Sequence

OUTCOME

Spring/Summer 2023

- Share Overview and Receive Feedback on Engagement Timeline and Stakeholders Involved
- Provide North Planning Area Elementary School Staff, SAC, and Leaders details of the north planning area enrollment challenges and timeline
- Provide LRPC and FOC details of the north planning area enrollment challenges and timeline

Spring/Summer 2023: Review of Engagement (cont.)

ACTION

Summer 2023

- Begin to Formulate DCSD North Planning Area Enrollment Team with Input from Cabinet. Members of this team will include school administration and staff, district staff, communities members, board committees, etc.
- Schedule Regular Meetings for 2023-2024 school year.
- Meet with Cabinet to Discuss Details and seek input on the Engagement Plan for North Planning Area and Next Steps

OUTCOME

Summer 2023

- Involve key stakeholders who are impacted by the north planning area enrollment
- Collaboratively Identify Potential Concepts and Process to Address Enrollment Challenges and Re-engagement with principals, teachers, staff, students, families, and community
- Share Input from North Planning Area Enrollment Team and Begin to Identify Next Steps

2023- 2024 SY: *Review of Engagement*

ACTION

Fall 2023

- Develop North Planning Area Enrollment Team: Develop Draft of Community Engagement and Operations Team Plans to address the growth and decline challenges, as well develop engagement opportunities inclusive of Round One, Two and Three of Engagement
- Evaluate Challenges to Address Enrollment Growth and Decline

Fall 2023/ Spring 2024

- Met with DCSD Board of Education to Provide Overview of the Structural Approach to Address Growth and Decline Challenges in the North Planning Area
- Round One of Engagement with Stakeholder Groups (with NAEPT, inclusive of eDOS): Share Enrollment Challenges and Opportunities
- North Area Planning Team Continue to Meet to Discuss Second Round of Engagement
- Develop Feedback Mechanism to Evaluate our Opportunities to Address Enrollment Challenges

OUTCOME

Fall 2023

- Reaffirm and Re-evaluate North Area Enrollment Challenges
- (NPAET) Begin to Explore and Develop Working Draft of Operations and Community Engagement Plans to Address Enrollment Challenges for future Rounds of Engagement and Feedback.
Re-engagement with Principals, Teachers, Staff, Students, Families, and Community

Fall 2023/ Spring 2024

- Provide a Consistent Message of the Enrollment Challenges and Opportunities and Timeline of Engagement, and Stakeholders Involved in the Decision Making

2023- 2024 SY: Review of Engagement (cont.)

ACTION

Spring/Summer 2024

- North Planning Area Enrollment Teams: Continue to Review Feedback from Engagement Meetings and Plan for Round Two of Engagement Timeline for Fall of 2024.
- NPAET to Continue to Provide Updates to DCSD Board of Education regarding Round One of Community Engagement
- Cabinet, District Departments, North Area Planning Team will Evaluate Round 1 Engagement Feedback. Explore Additional Uses within the District for Paired Schools
- NPAE Operations and Community Engagement Teams Continue to Meet to Draft/Refine Operations and Community Engagement Plans

OUTCOME

Spring/Summer 2024

- Continue to Receive Updates from NPAET and evaluate the feedback on the DCSD System

2024 -25: Review of Engagement (cont.)

ACTION

FALL 2024

- NPAE Operations and Community Engagement Teams Continue to Meet to Draft/Refine Operations and Community Engagement Plans
- Round Two Engagement: Gather Input from stakeholders on the criteria to utilize when pairing schools

WINTER/SPRING 2024/25

- Provide DCSD Board of Education and Update of Round Two Community Engagement. Gather Feedback from DCSD Board of Education on Next Steps regarding round 3 of engagement.
- Round Three Engagement: NPAET will review final criteria and make recommendation to cabinet.
- North Planning Area Enrollment Team to Provide Recommendation to Cabinet.
- Engagement with potentially impacted schools and communities

SPRING 2024/25

- Superintendent/Cabinet Makes Recommendation to DCSD Board of Education Regarding Pairings.

OUTCOME

Spring/Summer 2024

- Gather input on the priorities of criteria to utilize when deciding which schools to pair.
- NPAET's, Principals and Cabinet to review Round Two Feedback on Criteria to Utilize When Pairing Schools.

WINTER/SPRING 2024/25

- Provide feedback on what criteria has been prioritized during round two of engagement sessions.

SPRING 2024/25 (May/June)

- Plan Temporarily increase staff to supports schools with the transition.
- DCSD Board of Education Reviews Staff Recommendation with Stakeholder Input.

2025 -26: Review of Engagement (cont.)

ACTION

FALL 2024

To Be Determined by North Planning Area Enrollment Team, Stakeholder Input, and Cabinet:

- Develop Multiple Engagement Opportunities of Paired Schools (Staff, students, community, etc.) to help develop a new school community.
- Work with Human Resources to Ensure All Staff have Positions within DCSD
- Work with Departments to Support Pairing of Schools: Student Support Services, Transportation, IT, Finance/Budget, School Leadership, etc.
- DCSD Staff will work hand-in-hand with staff, students, and families to support the transition process.

OUTCOME

- To ensure all staffs students, and families feel supported during this transition process.
- District staff will provide multiple opportunities for paired schools to connect students, families, and staff to develop their new school community

Draft: Timeline Sequence

Survey Feedback from Staff and SAC's
Overview: 89% Support and 11% Do Not Support (More Quickly)

Any Additional Questions?

[DCSD Website: Growth and Decline](#)