

Monitoring Report: Executive Limitation

Report Date: December 10, 2024

Policy E.L. 5 (Communication and Support to the Board): *“The Superintendent shall not cause or allow the Board to be uninformed or unsupported in its work. Accordingly, the Superintendent shall not:*

- 1. Withhold, impede, or obscure information relevant to the Board’s informed accomplishment of its job.*
 - 1.1 Allow the Board to be without sufficient, timely and relevant decision information, including regular updates on the status of the Board’s governance expenditures, instructional program resources and the current educational landscape.*
 - 1.2 Neglect to submit timely monitoring data including interpretations of Board policies that provide the observable metrics or conditions that would demonstrate compliance, rationale for why the interpretations are reasonable and evidence of compliance.*
 - 1.3 Neglect to advise the Board of changes in assumptions upon which Board policy has been established and/or reasonable interpretations upon which staff Monitoring Reports have been developed.*
 - 1.4 Neglect to communicate to the Board actual or anticipated non-compliance with any Ends or Executive Limitations policy, regardless of the Board’s monitoring schedule.*
 - 1.5 Neglect to communicate to the Board significant data submitted to the State Board of Education regarding accreditation, accountability, or safety.*
 - 1.6 Neglect to communicate to the Board incidental information it requires, including anticipated media coverage, actual or anticipated legal actions, results of District-wide polls or surveys, contact information for the Superintendent when engaging in out of town travel, material or publicly visible internal changes or events, changes in senior personnel, student enrollment trends, and reactions from the community, families, staff, and/or students to significant, actual, or proposed changes.*

- 1.7 *Allow the Board to be unaware that, in the Superintendent's opinion, the Board is not in compliance with its own policies on Governance Process and Board-Superintendent Linkage, particularly in the case of Board behavior which is detrimental to the work relationship between the Board and the Superintendent.*
2. *Allow the Board to be without reasonable administrative support for Board activities.*
 - 2.1 *Allow the Board to be without a legal, workable, user-friendly mechanism for official Board, officer or Board committee communications.*
 - 2.2 *Allow the Board to be without Assistant Board Secretary services that meet all legal requirements and ensure the integrity of the Board's documents.*
3. *Impede the Board's holism, misrepresent its processes and role, or impede its lawful obligations.*
 - 3.1 *Interact with the Board in a way that favors or privileges certain Board members over others.,*
 - 3.2 *Neglect to submit for the Board's approval all matters required by law or contract, and/or any material changes within the District's administrative policies, Section B, "School Board Governance and Operations," along with any related data necessary to keep the Board informed, to include the rationale for the Superintendent's recommendation.*
 - 3.3 *Neglect to supply for the Consent agenda all items delegated to the Superintendent, yet required by law, regulation or contract to be Board-approved, along with the applicable monitoring information.*
 - 3.4 *Send letters, surveys, or any communication under the Board name or on behalf of the Board without Board approval.*
4. *Neglect to fully and promptly implement any decision made by the Board.*
5. *Neglect to communicate to the Board when there is a need to draft or revise District policy that falls under the Board's authority, suggest new policy language or revisions, or address District policies that are consistent with current law or Board governance policy.*
6. *Operate without a documented, multi-year strategy that can be expected to achieve a reasonable interpretation of the End."*

Interpretation - Compliance will be demonstrated when:

1. **Information Sharing:**

- The Superintendent ensures all relevant information is shared promptly with the Board in a clear, organized manner, without withholding or obscuring critical updates.
 - Regular status reports are provided on the Board's governance expenditures, instructional program resources, and developments in the educational landscape.
- 2. Timely Submission of Monitoring Data:**
- Monitoring reports are submitted according to the Board's established schedule, including clear interpretations of policies, reasonable rationales, and observable metrics that demonstrate compliance.
- 3. Advising on Policy Changes:**
- The Superintendent notifies the Board immediately of any changes to assumptions that impact Board policy or the monitoring reports developed by staff.
- 4. Communication with the State and Stakeholders:**
- The Board is informed of any significant data reported by the Colorado Department of Education related to accreditation, accountability, or safety.
 - Key incidental information is communicated, including anticipated media coverage, legal actions, survey results, community or staff reactions to major decisions, and trends in student enrollment.
- 5. Administrative Support and Documentation:**
- The Board receives consistent and adequate administrative support, including access to legal mechanisms for official communications and assistant secretary services that ensure compliance with legal and record-keeping standards.
- 6. Fair and Transparent Interaction with the Board:**
- The Superintendent ensures equitable treatment of all Board members and communicates any concerns if the Board is not adhering to its own governance or Board-Superintendent Linkage policies.
- 7. Compliance with Legal Requirements:**
- All matters requiring Board approval by law, regulation, or contract are submitted with proper supporting documentation and rationale.
- 8. Board Decision Implementation:**
- Board decisions are implemented promptly and in full, with no delays or partial actions.
- 9. Policy Review and Recommendations:**
- The Superintendent identifies when new policies or revisions to existing policies are needed and provides recommendations or drafts for the Board's review to ensure alignment with laws and governance practices.
- 10. Strategic Planning:**

- A documented, multi-year strategy is in place to guide the District toward achieving Board-established Ends through reasonable, actionable steps.

Rationale for Interpretation:

Evidence of Compliance:

- **Meeting Minutes and Agendas:** Staff prepares and posts agendas, presentations slides and other related attachments prior to each Board meeting.
- **Monitoring Reports:** Clear metrics, data, and rationales demonstrating compliance with Board policies.
 - [Proposed Monitoring Report Calendar \(23-24\).pdf](#)
 - [Acceptance of Superintendent Monitoring Report: End #1, Academic Excellence](#)
 - [Acceptance of Superintendent Monitoring Report: End #5, Financial Well-Being](#)
 - [Acceptance of Superintendent Monitoring Report: End #2, Outstanding Educators and Staff](#)
 - [Acceptance of Superintendent Monitoring Report: End #4, Collaborative Parent, Family and Community Relations](#)
 - [Superintendent Monitoring Report: End #3, Safe, Positive Climate and Culture](#)
 - [Approval of Superintendent Monitoring Report Schedule for the 2024-2025 School Year](#)
- **Superintendent Updates:** Regular updates are provided to the Board which includes general updates, such as:
 - Media stories
 - District events
 - Policy changes
 - Specific topic memos
 - Legal updates
 - Responses to parent/community concerns
 - Community engagement opportunities
- **Survey and Poll Results:** Documentation of stakeholder feedback on major decisions.
 - Bond Recommendation
 - [DCSD_Polling2024_Slides.pdf](#)
 - [DCSD_CO_DouglasCounty_Survey_Xtabs_240402.pdf](#)
 - [DCSD_CO_DouglasCounty_Survey_MO_240402.pdf](#)
 - [DouglasCounty_CO_Survey2_Analysis_Board_v4.2_240805](#)
 - [DCSD_CO_DouglasCounty_JulyToplineResults_MO_240715.pdf](#)
 - [DCSD_CO_DouglasCounty_Survey2_Xtabs_240715.pdf](#)

- **Virtual Bond Meetings by Feeder with an average of 200 attendees per meeting - September/October 2024**
 - Ponderosa and [Chaparral](#) Feeders - September 23
NOTE: The Ponderosa meeting was not recorded due to a technical issue
 - [Mountain Vista](#) and [Castle View](#) Feeders - September 26
 - [Highlands Ranch](#) and [ThunderRidge](#) Feeders - September 30
 - [Rock Canyon](#) Feeder - October 7
 - [Douglas County](#) and [Legend](#) Feeders - October 10

- Calendar Recommendation
 - [BOE Calendar Presentation 6-18-24.pdf](#)
 - [2025-26 & 2026-27 DCSD Calendar Survey Responses.pdf](#)
 - [2026-27 Recommended Conventional Calendar.pdf](#)
 - [2025-26 Recommended Conventional Calendar.pdf](#)

- Other Surveys
 - [2024 TLCC BOE Presentation.pdf](#)
 - [BOE FSR Survey \(May - 2024\) - FINAL.pdf](#)

- **Board Policy Feedback:** Opportunities for stakeholders to provide feedback online following first readings of proposed policy edits.
 - [February 2024 - JIH: Student Interviews, Searches, and Arrests](#)
 - [April 2024 - Policies Related to Discrimination, Harassment, Equal Opportunity, Title IX](#)
 - [August 2024 - Policies Related to District Information Technology and Use of Internet and Electronic Communications](#)
 - [September 2024 - JKA, IKF, LBD-R-1, JCA-JFB](#)

- **Administrative Support Documentation:** A staff member is dedicated to supporting the administrative processes and communications for the Board, including coordinating and managing board member schedules and compiling communications reports.

- **Strategic Plan Development:** With the approval of new Board Ends, staff began the development of an updated strategic plan.
 - Kickoff meetings - October 1-3
 - [Initial Feedback Form](#)
 - Facilitated community/staff meetings coming early 2025.

- **Growth and Decline:** Community engagement with respect to growth and decline in the north planning area.
 - North Planning Area Engagement (NPAE) Committee Meetings
 - [DCSD's communication to parents on November 9, 2024](#)

- Staff and community meetings to discuss potential criteria for future school consolidations in Highlands Ranch - November/December
 - Wednesday, November 13
Ranch View Middle School Library
 - Wednesday, November 20
Mountain Ridge Middle School Commons
 - Tuesday, December 3
Virtual Meeting
- **Board Memos:** Examples of memos provided to the Board during the monitoring period.
 - [2024-11-8 - BOE Memo - NEW Courses November 2024](#)
 - [2024-11-1 - BOE Memo Textbook Adoption](#)
 - [2024-9-25 - BOE Memo Participation Data](#)
 - [2024-9-20 - BOE Memo SHE Updates](#)
 - [2024-9-10 - BOE Memo Preliminary SPF Data](#)
 - [2024-8-9 - BOE Memo CMAS Data](#)
 - [2024-6-12 BOE Memo CITE Rubrics.pdf](#)
 - [2024-6-12 BOE Memo DCSD Calendar Process Update.pdf](#)
 - [2024-5-24 BOE Memo GP 1.8.3.pdf](#)
 - [2024-5-20 BOE Memo Student Fees Appendix A Updates.pdf](#)
 - [2024-5-11 BOE Memo Summary of Qualitative Data RE Bond Support.pdf](#)
 - [2024-5-11 BOE Memo FSR Survey.pdf](#)
 - [2024-5-6 BOE Memo Board Budget.pdf](#)
 - [2024-5-3 BOE Memo DCHS Graduation.pdf](#)
 - [2024-4-28 BOE Memo TLCC Survey.pdf](#)
 - [2024-4-28 BOE Memo Governance Process Monitoring GP 1.3.1.4.pdf](#)
 - [2024-3-31 BOE Memo Textbook Adoption.pdf](#)
 - [2024-3-15 BOE Memo March Revenue Forecast.pdf](#)
 - [2024-3-14 BOE Memo HB24-1363.pdf](#)
 - [2024-1-15 BOE Memo TLCC Survey.pdf](#)
 - [2024-1-15 BOE Memo Graduation and Dropout Data.pdf](#)
 - [2023-12-6 BOE Memo Challenge To Excellence Expansion Request.pdf](#)
- **Board Presentations**
 - [2023-2024 Mill Levy Certification for Board.pdf](#)
 - [Mill Levy Certification Update \(10-Minute Presentation | 10-Minute Q&A\)](#)
 - [District Performance Framework Presentation \(10-Minute Presentation | 10-Minute Q&A\)](#)
 - [Social Media Challenges Presentation \(20-Minute Presentation | 20-Minute Q&A\)](#)
 - [Growth and Decline Update \(30-Minute Presentation | 20-Minute Q&A\)](#)
 - [2024-2025 Enrollment Projections \(20-Minute Presentation | 10-Minute Q&A\)](#)
 - [Funding Next Steps: Capital Needs Recommendation \(30-Minute Presentation | 20-Minute Q&A\)](#)

- [2023-24 Streamlined Limited Impact Process \(SLIP\) and School Capacity and Boundary Analysis \(SCBA\) \(20-Minute Presentation | 10-Minute Q&A\)](#)
- [Growth and Decline Follow-up with Timeline and North Area Planning Team \(20-Minute Presentation | 20-Minute Q&A\)](#)
- [Compensation and Benefits Updates \(20-Minute Presentation | 20-Minute Q&A\)](#)
- [Legislative Updates \(30-Minute Presentation | 20-Minute Q&A\)](#)
- [Mill Levy Override Cost to Taxpayers \(20-Minute Presentation | 10-Minute Q&A\)](#)
- [Purchase and Sale Agreement for 10235 Parkglenn Way \(10-Minute Presentation | 10-Minute Q&A\)](#)
- [Approval of Purchase and Sale Agreement for 10235 Parkglenn Way \(10-Minute Presentation | 10-Minute Q&A\)](#)
- [Potential School Finance Act Funding State Legislation Changes \(30-Minute Discussion\)](#)
- [Artificial Intelligence Discussion \(45-Minute Presentation | 15-Minute Q&A\)](#)
- [Safety and Security Update \(MLO\) \(15-Minute Presentation | 10-Minute Q&A\)](#)
- [SY 2024-2025 Budget Update & Feedback Session \(15-Minute Presentation | 10-Minute Q&A\) \(placeholder\)](#)
- [Transportation Update \(Post MLO\) \(20-Minute Presentation | 15-Minute Q&A\)](#)
- [Presentation of March 2024 Polling Results and Consultant Update \(30-Minute Presentation | 20-Minute Q&A\)](#)
- [Potential Bond Options \(10-Minute Presentation | 15-Minute Q&A\)](#)
- [Response to Board of Education Resolution Regarding Financial Literacy \(10-Minute Presentation | 10-Minute Q&A\)](#)
- [Response to Board of Education Resolution Regarding Weighted Honors Courses \(10-Minute Presentation | 10-Minute Q&A\)](#)
- [Teaching and Learning Conditions in Colorado \(TLCC\) Survey Overview \(10-Minute Presentation | 10-Minute Q&A\)](#)
- [2024 Parent Survey Results Overview \(10-Minute Presentation | 10-Minute Q&A\)](#)
- [Potential Bond Options Follow-up \(10-Minute Presentation | 10-Minute Q&A\)](#)
- [Adoption of 2024-2025 Master Capital Plan \(20-Minute Presentation | 10-Minute Q&A\)](#)
- [Calendar Approval 2025-2026 and 2026-2027 \(10-Minute Presentation | 10-Minute Q&A\)](#)
- [Staff Bond Recommendation \(30-Minute Presentation | 15-Minute Q&A\)](#)
- [June 2024 Polling Results Regarding a Potential Bond Initiative \(20-Minute Presentation | 20-Minute Q&A\)](#)
- [Growth and Decline Update \(30-Minute Presentation | 30-Minute Q&A\)](#)

- [Introduction of a Resolution Concerning Artificial Intelligence \(20-Minute Presentation | 10-Minute Discussion\)](#)
- [Turnover and Hiring Data \(20-Minute Presentation | 15-Minute Q&A\)](#)
- [State Testing and Literacy Update \(15-Minute Presentation | 10-Minute Q&A\)](#)
- [Staff Bond Recommendation Recap \(30-Minute Presentation|10-Minute Q&A\)](#)
- [School Safety, Security and Student Wellness \(25-Minute Presentation | 10-Minute Discussion\)](#)

- **Policy Revisions**
 - [Policy JICJ and JICJ-R: Student Use of District Information Technology - Second Reading \(10-Minute Discussion\)](#)
 - [Proposed Revisions to Policy IKF: Graduation Requirements - First Reading \(10-Minute Discussion\)](#)
 - [Proposed Revisions to Policy JKA: Use of Physical Intervention and Restraint - First Reading \(INFO\) \(15-min presentation | 15-min Q&A\)](#)
 - [Proposed Revisions to Policy LBD-R-1: Douglas County School District Charter School Manual - First Reading \(10-Minute Discussion\)](#)
 - [Proposed Revisions to Policy JCA-JFB: Assignment of Students to Schools, School Choice and Open Enrollment - First Reading \(10-Minute Discussion\)](#)
 - [Policy Revisions-JIH Third Reading \(15-Minute Discussion\)](#)
 - [Proposed Policy Updates for Artificial Intelligence - First Reading \(10-Minute Discussion\)](#)
 - [Proposed Revisions to Policy AC, Nondiscrimination/Equal Opportunity - Second Reading \(20-Minute Discussion\)](#)
 - [Proposed Revisions to Policy GBAA, Sexual Harassment Under Title IX and Other Prohibited Misconduct of a Sexual Nature - Second Reading \(5-Minute Discussion\)](#)
 - [Proposed Revisions to Policy JBA, Nondiscrimination/Non-Harassment of Students - Second Reading \(5-Minute Discussion\)](#)
 - [Proposed Revisions to Policy JBC, Sexual Harassment Under Title IX and Other Prohibited Misconduct of a Sexual Nature - Second Reading \(5-Minute Discussion\)](#)
 - [Proposed Revisions to Policy JIH, Student Interviews, Searches and Arrests - Second Reading \(10-Minute Overview | 20-Minute Q&A\)](#)
 - [Proposed Revisions to Policy GBAA, Sexual Harassment Under Title IX and Other Prohibited Misconduct of a Sexual Nature - First Reading \(5-Minute Discussion\)](#)
 - [JCA-JFB: Assignment of Students to Schools, School Choice and Open Enrollment \(Second Reading\) \(10-Minute Discussion\)](#)
 - [JKA: Use of Physical Intervention \(Second Reading\)\(10-Minute Discussion\)](#)
 - [JKA-R: Use of Physical Intervention \(First Reading\)\(15-Minute Discussion\)](#)

- [Policy Revisions-JIH Third Reading \(15-Minute Discussion\)](#)
- [Proposed Revisions to Policy BG-E, Policy Process Delegation of District Policies - Second Reading \(5 Minutes\)](#)
- [Proposed Revision to Policy BG, Policy Process \(5 Minutes\)](#)

Compliance: I report compliance with this policy