



Monitoring Report:  
End #3  
Safe, Positive Culture and  
Climate

May 7, 2024

# Monitoring Report Schedule

End Statement	Board Meeting
I. Academic Excellence	January (2 <sup>nd</sup> Meeting)
II. Outstanding Educators and Staff	March (2 <sup>nd</sup> Meeting)
III. Safe, Positive Culture and Climate	May (2 <sup>nd</sup> Meeting)
IV. Collaborative Parent, Family and Community Relations	April (2 <sup>nd</sup> Meeting)
V. Financial Well-Being	February (2 <sup>nd</sup> Meeting)

# Monitoring Report: Policy End III. Safe, Positive Culture and Climate

## Policy End - Safe, Positive Culture and Climate

- 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.
- 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. 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.
- C. Behavior expectations are clearly articulated, supported, and taught.
- D. 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

# Safe, Positive Culture and Climate, Policy Subend (A)

**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.
- 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.
- 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.

# Evidence

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

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.

# Safe, Positive Culture and Climate, Policy Subend (B)

**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.
- b. School Resource Officer (SRO) training - All SRO complete from the [National Association of School Resource Officers](#) (NASRO) and Colorado Association of School Resource Officers
- 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.
- d. **Regularly scheduled meetings** - DCSD has regularly scheduled meetings with specific employee groups to discuss, plan and implement research and prevention-based practices.
- e. **School-based Prevention Programs** - DCSD schools implement prevention-based programs for students (i.e. Sources of Strength, Second Step)



# Evidence

- 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.
- g. **Mandatory training** - DCSD Staff provides mandatory training modules for staff. These modules are reviewed each year and updated as needed.
- h. **Ongoing Leader support and training** - DCSD provides training and support for school administrative teams regarding safety, security and training drills.
- i. **Cabinet Incident Command Center Training**
- j. **Partnerships with Local Law Enforcement** - DCSD continues to collaborate and coordinate with our local law enforcement partners.

# Evidence

- k. **Additional Campus Security and School Resource Officers**
- 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. 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 on July 2023. These drills included DCSD students, staff and local law enforcement personnel.
- 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.
- 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.

# Evidence

- 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.
- 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.
- 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 21-22](#))
- s. **Student Attendance Data** - DCSD provides attendance training and resources to schools and actively monitors student attendance.

# Safe, Positive Culture and Climate, Policy Subend (C)

**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 - 2022 - 2023** - 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.

# Evidence

- d. **Administrator Attendance and Discipline Training** - DCSD offers multiple opportunities for administrator training outlining attendance and discipline processes, procedures and expectations. In four sessions, 278 administrators and staff from 78 departments and schools completed the training.
  - o September 6, 2022 - 2 sessions
  - o September 7, 2022 - 2 sessions
  
- e. **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.
  
- f. **Prevention of Bullying Policy Revisions** - DCSD staff provided recommended revisions to the Prevention of Bullying policy to reflect best practices from CDE. ([JICDE](#) and JICDE-R- currently being revised)
  
- g. **Student Discipline Matrix Review** - DCSD School leadership team is reviewing and revising the student discipline matrix.

# Safe, Positive Culture and Climate, Policy Subend (D)

**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 and languages:

- [Week in Review](#)
- [Across the Board](#)
- [DCSD News](#)
- [Insights Newsletter](#)
- *DCSD Lunch & Learn Series*
- *Superintendent Updates*
- [Emergency Communications](#)
- [Parent University](#)
- *DCSD Website/Mobile App*
- *Revisions to Policy KE*
- *Social Media Channels*
- *Comcast Channel 54 / Live Streaming*
- *Earned Media*
- *Weekly or Bi-weekly Updates and Newsletters*

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 Leadership Team Meetings*
- [Administrator Meetings](#)
- *Superintendent Town Halls*
- [Special Education Talks and Parent Engagement Events](#)
- *Surveys*



# Evidence

c. **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*
- [\*Gifted Education\*](#)
- *Employee Council*

<b>EL-8: Treatment of Students, Parents/Guardians and Community Members</b>	
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
<b>DCSD Mandatory Training for Staff</b>	<b>Compliant</b>
<p><b>Superintendent Climate and Culture Norms:</b></p> <ul style="list-style-type: none"> <li>Presume Positive Intent</li> <li>Exude and Expect Optimism</li> <li>Address Concerns the Right Way</li> <li>Create a Culture of Safe Mistakes</li> <li>Communicate Kindly and Respectfully</li> </ul> <p>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.</p>	<b>Compliant</b>
<a href="#">DCSD Employee Guide</a> - DCSD's guide for employees to understand benefits, programs, expectations and rights.	<b>Compliant</b>
	<b>Compliant</b>

## 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 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
<u><a href="#">Student Code of Conduct - 2022 - 2023</a></u> <ul style="list-style-type: none"><li>• Rights and Responsibilities</li><li>• Due Process Rights</li><li>• Discipline Policies and Procedures</li></ul>	Compliant
<u><a href="#">Student Attendance</a></u> - Procedures and Expectations <ul style="list-style-type: none"><li>• DCSD Attendance Policy - <u><a href="#">JH</a></u></li></ul>	Compliant
<u><a href="#">Enrollment Procedures</a></u>	Compliant
	Compliant

**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.

<b>Measure</b>	<b>Status</b>
<b>Safe Schools Act Accreditation Report</b> - Submitted November 2023 via the state's online submittal process.	<b>Compliant</b>
<a href="#"><u>2023 DCSD District Performance Framework</u></a> - Safety Assurances Meets Requirements	<b>Compliant</b>
	<b>Compliant</b>

# Questions?

*Learn Today, Lead Tomorrow*