



January 25, 2022 BOE Resolution Proposed Approach

September 13, 2022

BOE Resolution Concerning DCSD's Culture of Individual Excellence and Inclusion

NOW THEREFORE, BE IT RESOLVED by the Board of Education of Douglas County School District RE-1 (“Board of Education”) as follows:

1. The Board of Education directs the Superintendent to recommend potential changes to Board Policy ADB and related implementation consistent with the principles set out above and the School District’s Mission, Vision, and End Statements. These recommendations are to be presented to the Board of Education no later than September 1, 2022.
2. The Board of Education reaffirms its commitment to providing all individuals the opportunities to participate in and benefit from the School District’s programs, and to ensure that every student has the opportunity to reach his or her potential and pursue their chosen endeavor in society.
3. Consistent with this commitment and Colorado and federal law, the School District shall offer and afford every student and staff member equal access to educational opportunities regardless of their identity including skin color, ancestry, creed, sex, sexual orientation, gender expression, gender identity, religion, national origin, marital status, disability, socio-economic status, eligibility for special education services, viewpoint, or perspective.

Superintendent Resolution Response Plan

1. Request an extension for the resolution until March 31, 2023
 - Would like to engage in this work during the winter and spring
2. Engage with stakeholders on policy interpretation
3. Create a Superintendent's regulation (implementation plan) for the policy based on the feedback, including:
 - Superintendent's interpretation of the policy
 - Procedures that define how the policy is implemented
 - Specifically, what will *and will not* be put into place
4. Present to the Board of Education (March meeting)
 - Superintendent regulation (implementation plan)
 - Recommendations, if any, on ADB language clarifications consistent with Executive Limitation 3 ([Policy Governance Book](#), page 27)

Engagement Plan

What will we ask?

- What do you want to see happen with this policy?
- What are your fears with this policy?
- What questions do you have regarding this policy?

Who and how will we ask?

- Equity Advisory Council
- Student Advisory Group
- District Accountability Committee
- District Leadership Team (sharing feedback from school staff)
- Survey(s)
- Small group discussions in secondary schools with trusted adults
- Community forums (in-person and virtual)
- Meeting with community groups

Next Steps

September 27 Consent Agenda

- Vote to extend the deadline.

It is important to note that the work of Equity happens every day in our district as we constantly strive to meet the needs of every child per our district's mission:

The Mission of Douglas County School District

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.

A large group of graduates in blue and white gowns are seen from behind, throwing their blue mortarboard caps into the air. The caps are scattered across a clear blue sky. The scene is bright and celebratory, with a green gradient at the bottom of the image.

Questions?

Learn Today, Lead Tomorrow