



Superintendent Entry Plan

April 12, 2022

Learn Today, Lead Tomorrow

Entry Plan Priorities

Outreach and
Listening

Bridging the
Community
Divide

Establishing
Climate and
Culture

Preparing for a
Potential
Bond/MLO
Initiative

Developing
Future Priorities

What the Priorities are NOT: Big changes or “initiatives”

Outreach and Listening

Objectives

- Build relationships in the system
- Understand current state through thoughtful listening
- Collect feedback on future priorities

Actions and Timeline

- One-on-One Meetings with Cabinet [March 24 – March 29]
- One-on-One Meetings with every Department Director (44) [April 4 – April 8]
- One-on-One Meetings with every District School/Program Leader (73) [April 11 – April 22]
- Feeder Visits and Staff Meet and Greet [April 18 – May 13]
- District Department Visits [April 27]
- Alternative Education and Programs Visits [May 16]

Monday, May 16
ALTERNATIVE EDUCATION
AND PROGRAMS

Wednesday, May 11
ROCK CANYON
HIGH SCHOOL
FEEDER

Monday, April 18
THUNDERRIDGE
HIGH SCHOOL
FEEDER

Monday, May 9
PONDEROSA
HIGH SCHOOL
FEEDER

Tuesday, April 19
LEGEND
HIGH SCHOOL
FEEDER

Friday, May 6
CHAPARRAL
HIGH SCHOOL FEEDER

Friday, April 22
DCSD
DEPARTMENTS

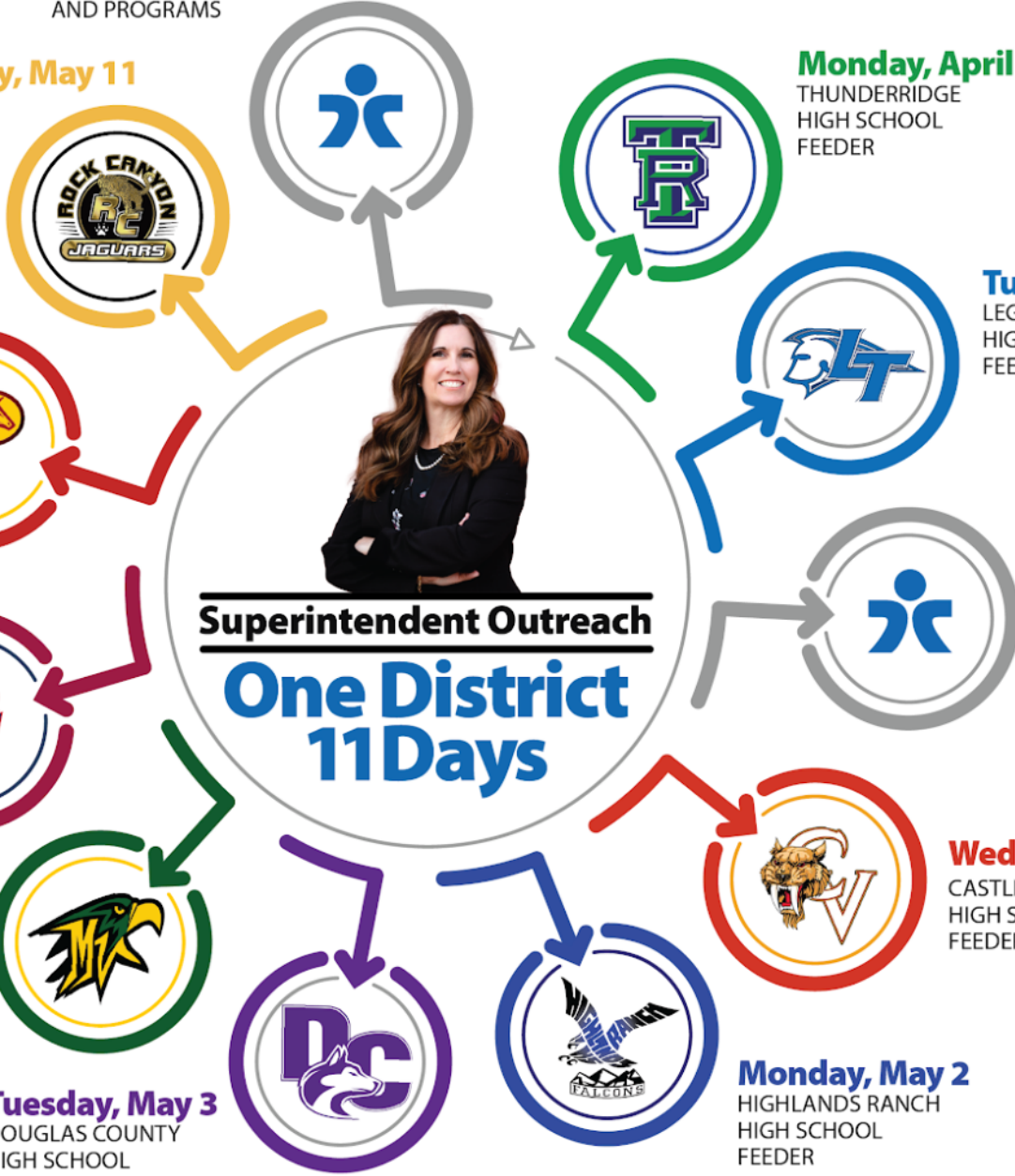
Wednesday, May 4
MOUNTAIN VISTA
HIGH SCHOOL
FEEDER

Wednesday, April 27
CASTLEVIEW
HIGH SCHOOL
FEEDER

Tuesday, May 3
DOUGLAS COUNTY
HIGH SCHOOL
FEEDER

Monday, May 2
HIGHLANDS RANCH
HIGH SCHOOL
FEEDER

Superintendent Outreach
**One District
11 Days**



Bridging the Community Divide

Objectives

- Understand multiple perspectives through thoughtful listening
- Identify key issues and pain points for all stakeholders
- Build trust

Actions and Timeline

- Meetings with engaged community members [March 25 – June 30]
- Meetings with board and superintendent committees [April 6 – May 6]
- Meetings with key stakeholder groups [May 9 – June 30]
- Community meet and greets [April 18 – May 18]

Establishing Culture and Climate

Objectives

- Develop a strong working relationship with the Board of Education
- Establish common climate and culture norms

Actions and Timeline

- One-on-one meetings with Board of Education directors [Monthly]
- Board of Education Retreat [TBD]
- Honest and transparent communication with the BOE [Ongoing]
- Develop common norms [April 4 – April 6]
- Communicate norms to district leadership [April 7]
- Communicate norms throughout the system [April 11 – June 30]

Preparing for a Potential Bond/Mill Levy Override Initiative

Objectives

- Educate the community regarding funding and needs
- Provide full support to the MBEC and the BOE as options are evaluated
- Build trust in the wider community

Actions and Timeline

- Develop an education presentation [March 31 – April 12]
- Develop a comprehensive outreach plan [April 13 – April 26]
- Train key leadership on the education presentation [April 13 – April 30]
- Execute the Outreach Plan and collect feedback [May 1 – June 30]
- Execute polling [May]
- Develop a recommendation to the BOE in partnership with MBEC [June]

Developing Future Priorities

Objectives

- Hire key cabinet and director positions
- Assess current state in all areas including literacy, special education, social emotional learning, professional development, finance, parent engagement, and compensation.
- Deliver a detailed plan to respond to the Board of Education Resolution Concerning DCSD's Culture of Individual Excellence and Inclusion
- Make recommendations to the Board of Education during the BOE Retreat

Actions and Timeline

- Execute the Outreach Plan and document key issues [March 31 – June 30]
- Work with cabinet to understand current state and future plans in key areas [March 31 – June 30]
- Go through all department and district-wide budgets in preparation for the budget resolution [April 13 – April 26]
- Develop and present a detailed plan to address the BOE resolution [May]
- Determine central administration organization and structure moving forward [April 13 – April 22]
- Post and hire key positions [April 25 – May 31]

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.

Questions?

Learn Today, Lead Tomorrow