

# **Superintendent Report:**

## **Parent, Family, and Staff Engagement Sessions Proposal**

**August 10, 2021**



*Learn Today, Lead Tomorrow*

The information in this presentation contains the most recent information available on August 6, 2021.

# BOE Goal and Indicators of Success

## Collaborative Parent, Family, and Community Relations

- Parents, guardians, families, and community members partner with each other and the District to empower students to maximize their individual educational experience.
- Schools are the center of community learning, entertainment and gathering.
- A diverse set of educational options are provided which enables students to pursue different post secondary options (e.g. college, career and technology education, independent living, military or direct entrance into the workforce).
- Multiple effective pathways for communication are available to all parents, guardians, families, community members, and district employees and are conducted with respect and kindness.

# DCSD Parent and Family Engagement Policy

The Board of Education recognizes the importance, shared responsibility, and partnership between family, schools, and community. Parental (including guardians and other members of the student's family involved in the student's education) involvement in the education of students contributes greatly to achievement, and to the positive school environment and experience. The purpose of this policy is to connect and engage those who support our students during their educational journey with DCSD.

**We acknowledge school accountability committees (SAC), governing boards, parent-teacher groups, and other school or district-based committees (“school partners”) as being a place where parents, school staff, and community members can meet and share collectively and collaboratively within their individual schools.**

# Parent, Family & Staff District Engagement Forums - Proposal

## Ongoing Focus

- Special Education
- Staff Compensation

## Quarter One

- Back to School (COVID Protocols, Transportation, Resources for Students)
- Academic Excellence
- Safety/Security and Social-Emotional Learning Supports

## Quarter Two

- Educational Equity & Inclusive Excellence

## Quarter Three/Four

- Career and Technical Education Pathways
- Budget/Finance

# Back to School Community Forum - August 4, 2021

- 628 Total RSVPs
  - Approximately 200 attended in-person
  - 327 Live Stream (3,280 views to date)
  - 148 Unsure if attending in-person or via live stream

Participants were asked to submit questions in advance so the most common questions could be answered during the one-hour forum

Questions not answered will be addressed in a FAQ on the DCSD website.

# Academic Excellence

## Quarter One-September

- Forum on Academic Excellence in DCSD
  - Alignment to the DCSD vision, mission, and strategic plan
  - Implementation of the Colorado Academic Standards (curriculum)
  - Curriculum supports, programs and resources
  - Focus on reading and literacy best-practices
  - Professional Learning Communities - culture, process and structures
  - School highlights and examples

# Safety/Security & Social Emotional Learning Supports

## Quarter One-October

- Forum on Safety and Social Emotional Learning in DCSD
  - Alignment to the DCSD vision, mission, and strategic plan
  - Implementation of the Comprehensive Health/Social Emotional Wellness, Colorado Academic Standards (curriculum)
  - Curriculum supports, programs and resources (Sources of Strength, Second Step, etc.)
  - Physical and Psychological Safety
    - Mental Health
    - Safety measures, protocols and procedures
    - Community partnerships
  - School highlights and examples



# Educational Equity and Inclusive Excellence

## Quarter One- August-October

- Build leadership capacity and common understanding of Educational Equity and Inclusive Excellence in DCSD based on BOE Policy
- Analyze Current Data and Processes
  - School Accountability Committees will review prior year UIP and results from state assessments, school achievement data and solicit input on the UIP related to urgent challenges that are aligned with the school performance framework (SPF) or other data
  - Define educational equity gaps and needs across all student groups (i.e. special education, gifted and talented, socioeconomic status, gender, race/ethnicity, grade level, geographic location of school and home, etc.)
  - Currently in progress

# Educational Equity and Inclusive Excellence

## Quarter One- August-October

- Equity Advisory Council
  - Create bylaws, formal application and selection process for members
- Controversial Topics and Resources
  - Teachers will communicate controversial topics and give students alternative assignments as requested

## Quarter Two- November

- Student and Family Listening Supports - Roundtables by Region and School
- Consult with and gather expertise from leaders including the Colorado Department of Education and other district colleagues engaged in educational equity work to develop systemic processes for a large school district

# Special Education

- Douglas County Special Education Advisory Committee - (DCSEAC)
- Quarter 1 Community Workshop (Dyslexia?)
- Monthly Parent Advocate listening meetings - virtual & open invitation
- DCKID (dyslexia advocacy and resources) monthly meetings
- SPED Newsletter - monthly newsletter to the community to promote and inform about DCSD programs and services, offer tips and suggestions for parents, answer FAQs, highlight legislation, etc.
- Coffee Talk with Regional SPED Directors/Coordinators - bi-monthly informal open-house conversations
- Ad Hoc parent meetings and community groups

# Compensation

## Continue Employee & Community Engagement Focus on Compensation Project

- Employees: Employee Council, DLT, levels/regions, employee groups
- Community update sessions

## First Quarter

- Collect new educational attainment (2019-present) from licensed employees and analyze
- Complete market analysis for non-licensed employee groups
- Begin to review and revise job descriptions
- Develop plan for review of non-licensed salary schedules

## Second Quarter

- Licensed employee review and confirmation of educational attainment
- Update licensed employee educational data in Workday
- Revise licensed salary schedule(s) with current employee population
- Cost licensed salary schedule(s) short term and multi-year
- Complete review of job descriptions for over 600 job types

# QUESTIONS?