

**RESOLUTION OF THE BOARD OF EDUCATION
OF
DOUGLAS COUNTY SCHOOL DISTRICT RE-1**

IN SUPPORT OF PROCESS ALIGNMENT

WHEREAS, the Board of Education's vision is to ensure the district strives to maximize the potential of every student to pursue his or her chosen endeavor in society, including but not limited to postsecondary education, career, or military service;

WHEREAS, the Board recognizes that children learn and grow at their own individual paces and that DCSD's capable teachers and staff members understand how to help them become lifelong learners;

WHEREAS, the Board recognizes the need for continuous improvement and ensuring that DCSD's tools and approaches to educating children must be responsive to student and teacher needs; and

WHEREAS, the Board fully supports school-based autonomy for building leaders to create an environment where decision-making is maximized at the local level;

WHEREAS, the Board expects the Superintendent to foster such an environment that gives principals the freedom to work with their school communities to build a collaborative approach to education at every school that is uniquely tailored to their local needs;

NOW THEREFORE BE IT RESOLVED that the Board expects the Superintendent to align the staff evaluation tools with the Board's philosophical view that teachers have the freedom to employ numerous techniques to facilitate learning for students; and

NOW THEREFORE BE IT RESOLVED that the Board of Education directs the Superintendent to bring an update in the Summer of 2017 on a revised CITE mechanism; and that the current system stay in place to finish the 2016-2017 school year; however, if a principal finds that a member of his staff is excellent—but because of the matrix will not be appropriately recognized—the principal is encouraged to bring the issue to the attention of the Superintendent.

BE IT FURTHER RESOLVED that the Board expects the Superintendent to provide specific autonomy to building leaders to determine the 2016-2017 academic year's performance based compensation, removing the audit portion of CITE.

Adopted this 17th day of January, 2017, by a vote of 7-0.

DOUGLAS COUNTY SCHOOL DISTRICT RE1

By: Meghan Silverthorn
Meghan Silverthorn, President
Board of Education

ATTEST

By: Roman Schulzegee
Secretary, Board of Education