

EMPLOYEE COUNCIL

February 13, 2023



Learn Today, Lead Tomorrow

Agenda

- Welcome
 - Dinner
- District Updates
 - Hiring Season begins March 1
 - CERF State teacher job fair March 4 at Legacy Campus
 - Developing long-term strategies for recruitment and retention
 - Consideration of feedback and engagement session from last month (pathways, attainable housing, etc.)
- EAC Feedback and Engagement Session

Feedback and Engagement Session Agenda

- Welcome- Matt Reynolds
- Background Information and Engagement Plan
- Hanover - EAC Discussion
- Next Steps

Background Information

- In January 2022, our Board of Education (BOE) passed a [Resolution](#) that 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.
- As a result, DCSD worked with our research partner, Hanover to develop an engagement plan for our school community (including focus groups, engagement sessions (committee, council and team) and a survey)
- Data will be analyzed and general themes will be identified
- Superintendent will present findings and recommendations to BOE

Superintendent Engagement Plan

DCSD is utilizing Hanover Research to assist with:

- Designing Focus Group Protocols
- Survey Development and Administration
- Analysis
- Focus Group Facilitation



Hanover Survey

- Hanover Research is administering a [survey](#) to gather additional information on the community's thoughts and opinions on the Educational Equity policy and its implementation.
- The survey window will close on **February 17, 2023**

Engagement Schedule

| Who | Date |
|---|------------------------------|
| Community Survey (staff, students, parents, community) | February 3 - 17, 2023 |
| Student Focus Group - Parker (3:00 - 4:00) (in person - TBD Location) | February 8, 2023 |
| Equity Advisory Council (4:30-6:00 pm) (in-person- Legacy Campus) | February 8, 2023 |
| District Leadership Team | February 9, 2023 |
| Staff Focus Group (4:30 - 5:30 pm) (<u>virtual</u>) | February 9, 2023 |
| DCGEAC and DCSEAC (6:00 - 7:00) (<u>virtual</u>) | February 9, 2023 |

Engagement Schedule

| Who | Date |
|---|-------------------|
| Student Focus Group - Highlands Ranch (6:45 am) (in person - TBD Location) | February 13, 2023 |
| Student Focus Group - Castle Rock (3:00-4:00 pm) (in person - TBD Location) | February 13, 2023 |
| Employee Council (4:30-6:30 pm) (in person - Wilcox) | February 13, 2023 |
| Community Focus Group (12:00 pm - 1:00 pm) (<u>virtual</u>) | February 15, 2023 |
| Community Focus Group (5:30 pm - 6:30 pm) (<u>virtual</u>) | February 15, 2023 |
| Student Focus Group (7:00 pm - 8:00 pm) (<u>virtual</u>) | February 15, 2023 |

EC Discussion

- The purpose of today's discussion is to learn about your perceptions of the educational equity policy ([ADB](#)) including its benefits, opportunities, and potential areas for implementation.
- EC will participants will divide into smaller groups to discuss and record their answers to several questions (Hanover will assist with facilitation.)
- Each group will choose one person to record their responses here.

Working Norms

- Presume positive intentions
- Monitor your air time
- Be mindful of confidentiality
- Stay engaged: Staying engaged means “remaining morally, emotionally, intellectually, and socially involved in the dialogue”
- Speak your truth: This means being open about thoughts and feelings and not just saying what you think others want to hear.

(Courageous Conversations, 2005)

Discussion Questions

- What are your perceptions of the policy?
 - What aspects, if any, of the Educational Equity policy are most appealing?
 - What do you find less appealing about the policy?
- What is your perception of educational equity in DCSD schools?
 - What changes, if any, to educational equity in DCSD schools would you like to see?
- How would you like to see the Educational Equity policy be implemented?
 - What improvements would you suggest?
- How can DCSD measure the impact of the implementation of the policy?

Next Steps

- Data collected from surveys, focus groups, committees, councils and teams will be shared with Hanover for their analysis
- Hanover will analyze the data to identify primary themes and key findings.
- Superintendent Kane will present her response to the BOE

Our Mission

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.

Our Vision

The Douglas County School District (DCSD) 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.