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# DCSD Growth and Decline

Fall 2024 Update for Staff



# Agenda

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- So You Know
- Our Realities
- Where We're Going
- What This Means for Impacted Staff
- We Want You Involved
- Data/Information

# So You Know...

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- We are visiting every potentially impacted school, not just yours. We are having the same conversation at each school.
- DCSD is not nearly alone in working through how to deal with declining enrollment (although we're handling it a little differently). These conversations are going on across the Front Range and the country.
- This is a summary of growth and decline data and other related information. You can and should feel free to ask questions if/when you need more information and/or go to our G+D webpage (QR Code later on in the presentation).

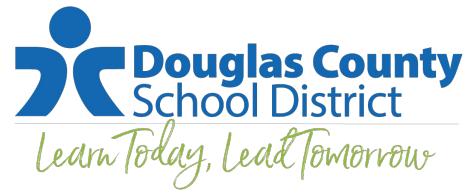
# Our Realities– First Principles

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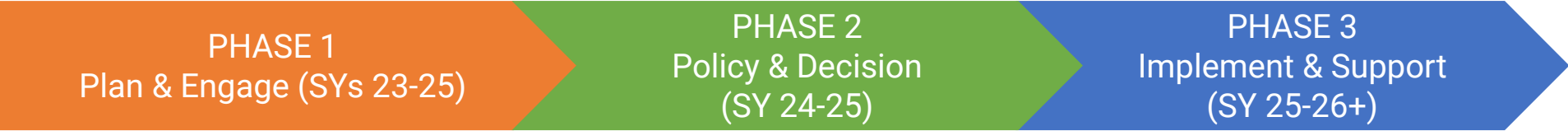
- We take care of our kids. Pairing schools is all about benefiting students by enhancing educational opportunities for them. Part of this is keeping them together as much as possible.
- We love and take care of our employees.
- There is no silver bullet, easy button for this work. We are focused on students and taking care of the families and staff around them in a thoughtful way.
- Our comprehensive efforts will still mean that pairings are especially hard for some in our community.



# Where We are Going



# Timeline for School Pairings



## Plan

- Monthly NPAE Meetings
- Identify and resolve open questions
- Develop policy recommendations

## Engage

- BOE Committees
- District and School Leaders
- **HR School Staff/Communities**
- HR Community Groups

## Policy

- ***Present policy recommendations to BoE re criteria only (Jan 2025)***

## Decision

- Develop recommendations based on policy
- ***Finalize, communicate consolidation recommendation prior to April 8 BoE meeting***
- ***Staff presents consolidation recommendations to BoE (April 8, 2025)***
- ***Board vote on recommendations (April 24, 2025)***

## Implement

- Plan and perform building improvements (the bond!)
- Develop staffing plan

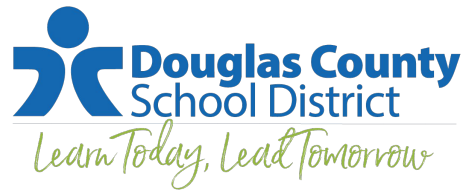
## Support

- Engage community
- Support staff
- Support families
- Support the coming together of two school communities

**\*\*\*Opening of "New" Schools (Aug 2026)\*\*\***



# What Does This Mean for Impacted Staff



# What Does This Mean for Impacted Staff

- Of the 16 elementary schools being considered for pairing, either six schools will be paired into three, or four into two. We will still have some small schools after this pairing process. To date, NO decisions on recommendations have been made re which schools will be paired.
- The pairings will take place in August 2026 so that the paired buildings will remain open and staffed during SY 25-26. Improvements will be made to the receiving building ahead of August 2026.
- We are working on a lot of details BUT first principles: We love having you here and we take care of our people.
- NO staff member will lose their paycheck or benefits because of this pairing process so long as they want a commensurate position in DCSD. This guarantee applies to every staff member in the building.
- “Pairing” means a coming together of communities (including staff), and not a school closing and “good luck” approach for staff. (We know that other districts have taken a different approach.)
- Keep in mind: DCSD experiences natural attrition of around 500 employees per year. Any impacted employee who doesn’t land in the receiving building will have access to positions throughout the district for at least two years after the pairing announcement in April 2025.

# We Want You Involved



Please complete the survey:

- North Planning Area Engagement Staff Group (NPAES)-- Two employees from every potentially impacted building-- 1 classified, 1 certified, ideally. Meet to work through pairing criteria considerations, staffing issues/questions, SPED, Ops, et al. First meeting in December and meet through April 2025 (and probably beyond). If you're interested, see question #3 on the survey.
- What criteria should DCSD consider when pairing schools? AND, whether your school is chosen or not for pairing, what would help you navigate this difficult conversation now and in the next few months?

If needed, QR Code for survey/sign up on the next slide...

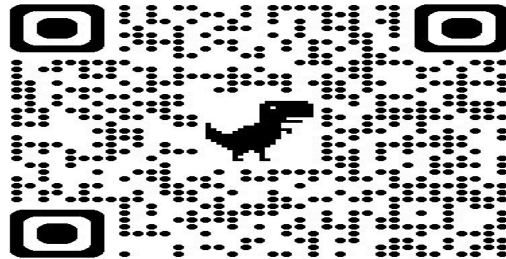
# We Want You Involved

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If you have any questions, please reach out to:

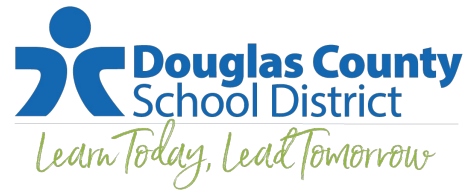
- your building leader
- your Executive Director of Schools
  - [John Gutierrez](#) (EHR) or [Ian Wells](#) (WHR)
- your Asst. Superintendent of Schools [Danny Winsor](#)
- your Chief of Staff [Steve Colella](#)

You can also review our growth and decline webpage which has a lot of info:

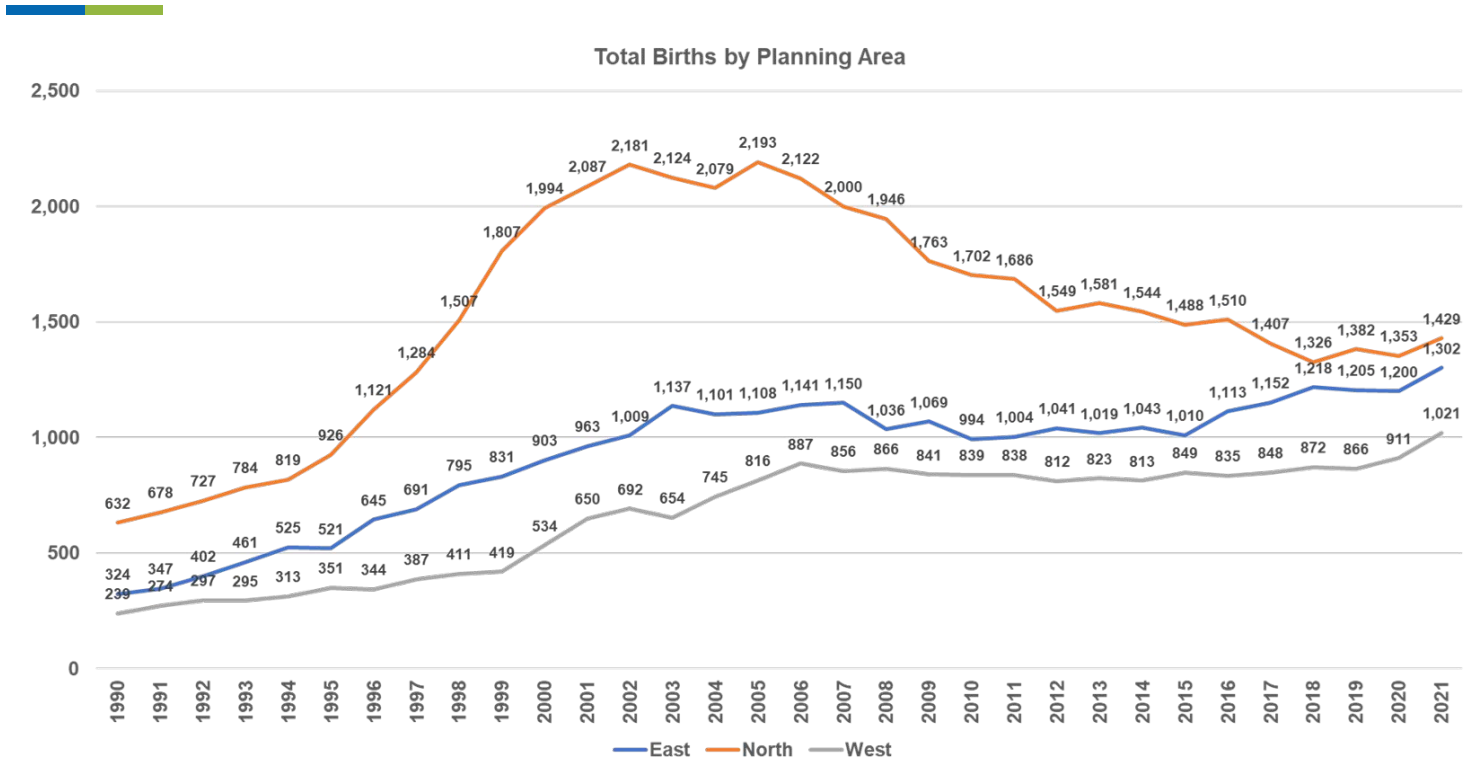




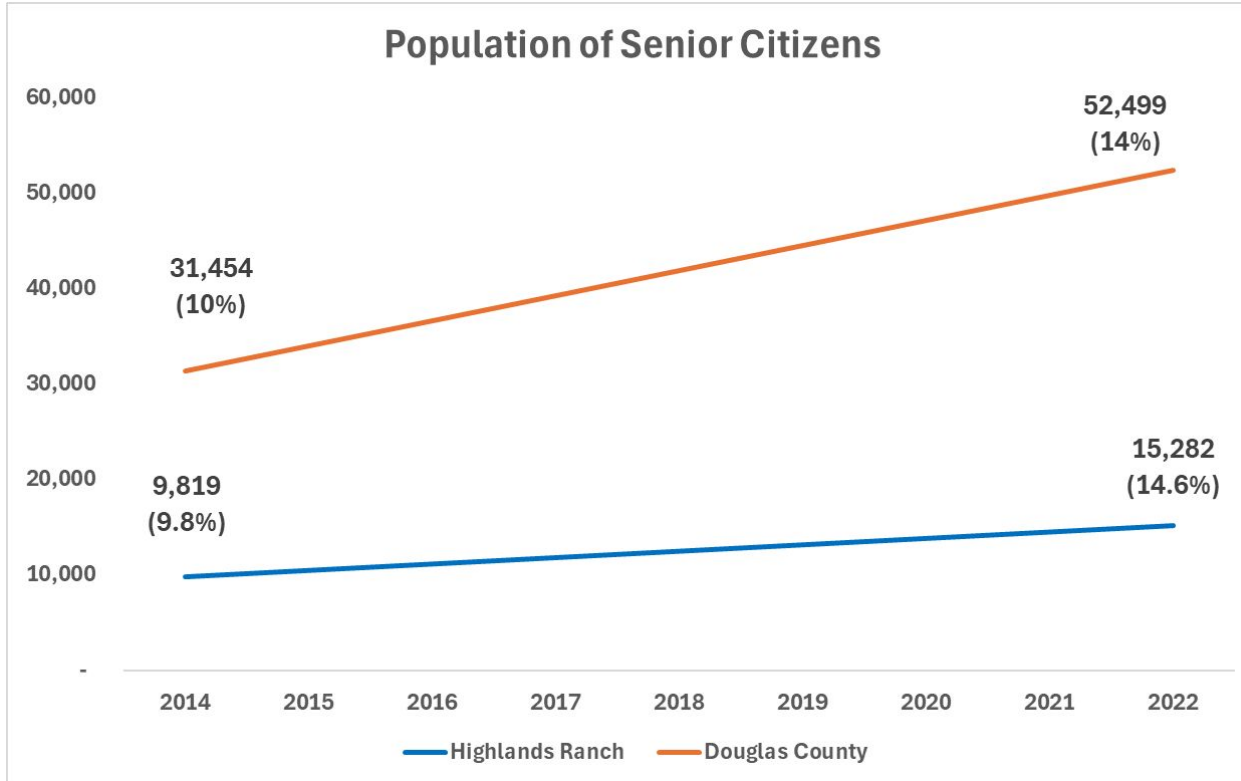
# Data/Information



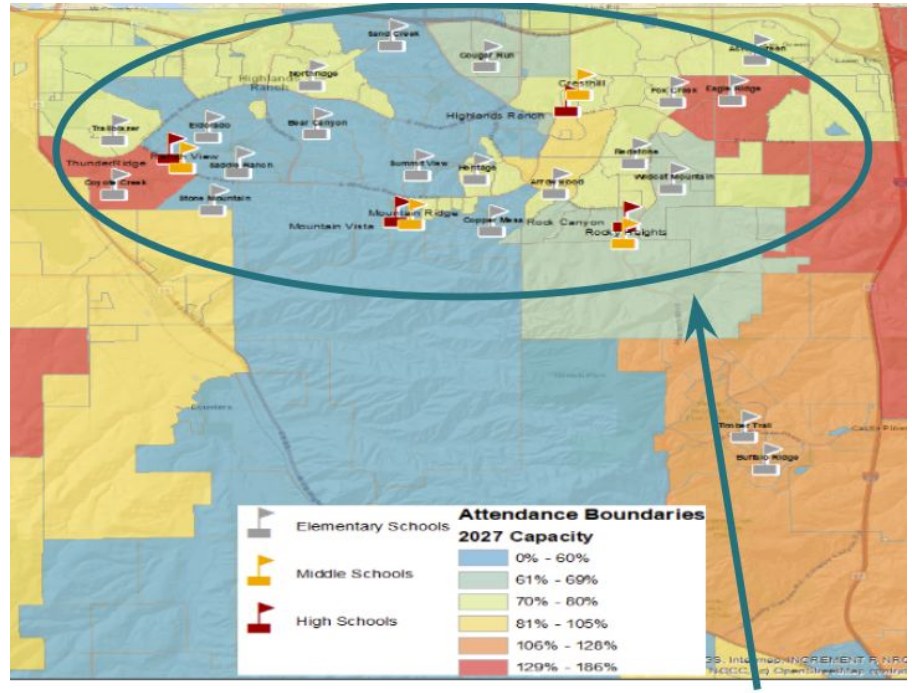
# Our Realities – Birth Rates in Douglas County



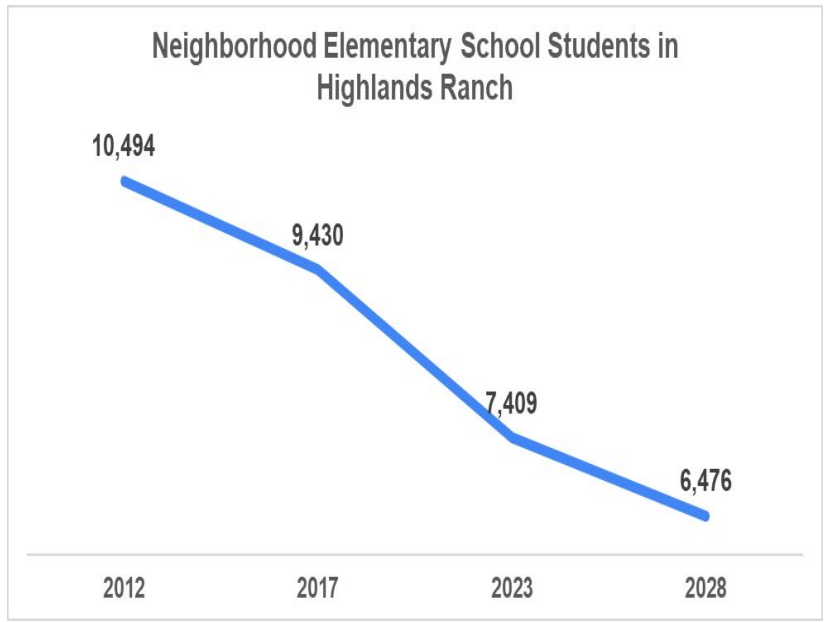
# Our Realities – Population of Seniors



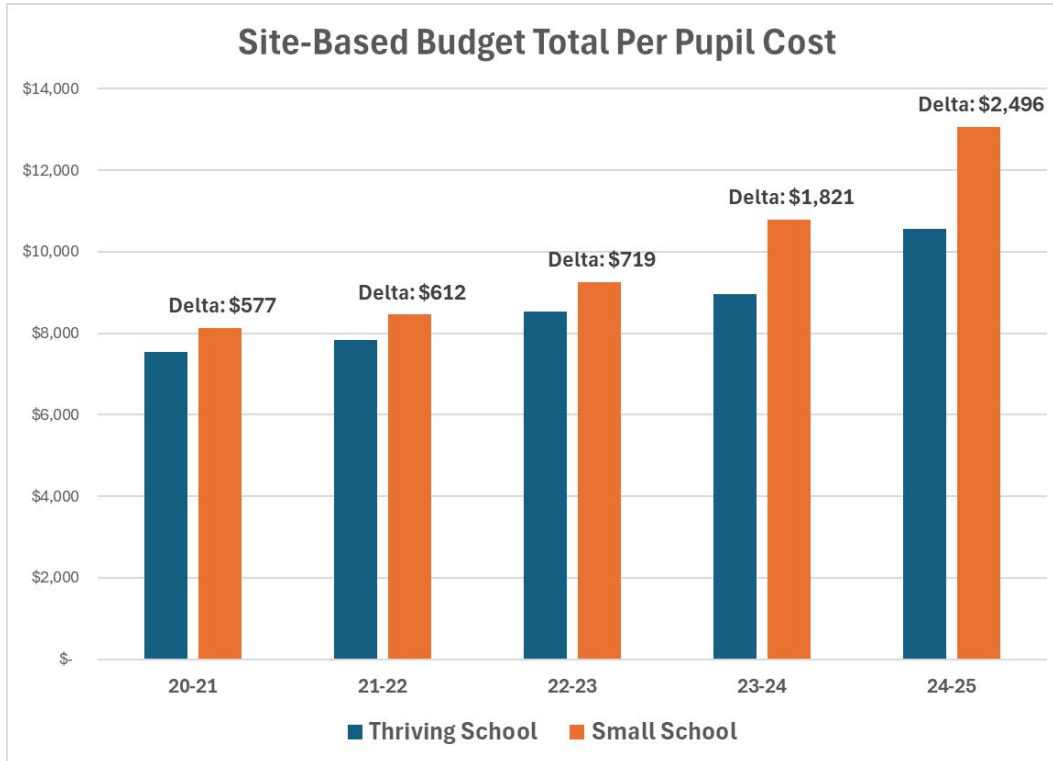
# Our Realities– North Planning Area Enrollment



**Highlands Ranch**  
(38,000 homes)



# Our Realities– Cost



Today in Highlands Ranch there are 3,192 students in small schools, **costing \$8M**.

In 2028, projections show there will be 4,640 students in small schools, **costing \$17M** if the delta grows by 10% per year (the delta grew 27% from 2023 to 2024).

## Our Realities – A Tale of Two Actual DCSD Elementary Schools

### Elementary A (600-700 kids)

World language offered  
STEM offered separately  
Art offered separately  
Full time Music teacher  
Additional Advanced academic programming  
Multiple grade level teachers collaborating  
Robust intervention support  
Support for center-based programming for student with special needs  
Support for Universal Pre-K  
Robust extracurricular opportunities

### Elementary B (200-350 kids)

No world language programming  
STEM mixed in with Art  
The music teacher is also the interventionist  
Limited advanced programming (combined levels)  
1 or 2 grade level teachers (limited collaboration)  
Limited extracurricular opportunities  
Staff wonderings about their jobs because of lower enrollment

# What We've Done

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- Board of Education meetings
- Various community meetings
- District-leader conversations
- Leader-staff conversations
- Initial due diligence through DCSD departments and North Planning Area Enrollment Group on a host of related issues.

# Just Some of the Questions/Topics Raised So Far (NPAE)



clear is kind	construction timing	sibling priority	SAC	explanation for choice	scope of pairing	Board involvement	SPED programs available	stop gap funding
admin priority or co-leaders	the news: backsliding	open enrollment	office teams	position guarantee	criteria for pairing	Fund raising	GT programs	incentivize staffing for last year
staff priority	new school name and mascot?	feeder integrity	use for vacated school	grade level choice for staff	August 2026 vs. construction additions	IEP hand off	extra curricular	FAQ for impacted parents
PTO	BASE	program pairing	transportation	Is quick/drawn out kind?	Student awareness, questions	hiring– who decides	preK	mobiles

# And we have more to do for our kids!!!





# Questions?

