Superintendent Entry Plan

April 12, 2022
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 Greets [April 18 – May 13]
- District Department Visits [April 27]
- Alternative Education and Programs Visits [May 16]
Superintendent Outreach
One District 11 Days

Monday, May 2
DOUGLAS COUNTY HIGH SCHOOL FEEDER

Monday, May 4
MOUNTAIN VISTA HIGH SCHOOL FEEDER

Friday, May 6
CHAPARRAL HIGH SCHOOL FEEDER

Tuesday, May 3
DOUGLAS COUNTY HIGH SCHOOL FEEDER

Wednesday, May 4
MOUNTAIN VISTA HIGH SCHOOL FEEDER

Friday, April 22
DCSD DEPARTMENTS

Tuesday, April 19
LEGEND HIGH SCHOOL FEEDER

Monday, April 18
THUNDERRIDGE HIGH SCHOOL FEEDER

Wednesday, May 11
ROCK CANYON HIGH SCHOOL FEEDER

Monday, May 9
PONDEROSA HIGH SCHOOL FEEDER

Monday, May 16
ALTERNATIVE EDUCATION AND PROGRAMS
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]