



Monitoring Report:
End #3
Safe, Positive Culture and
Climate

May 9, 2023

Learn Today, Lead Tomorrow

Monitoring Report Schedule

End Statement	Board Meeting
I. Academic Excellence	January (2 nd Meeting)
II. Outstanding Educators and Staff	March (2 nd Meeting)
III. Safe, Positive Culture and Climate	May (2 nd Meeting)
IV. Collaborative Parent, Family and Community Relations	April (2 nd Meeting)
V. Financial Well-Being	February (2 nd Meeting)

Monitoring Report: Policy End III. Safe, Positive Culture and Climate

Policy End - Safe, Positive Culture and Climate

- A. A purposeful focus on creating a caring, safe, fun, supportive, and positive learning and working environment for all students, district employees, parents, and community is manifest throughout the district.
- B. There is clear evidence and a common understanding of the shared belief that all students can succeed when given a safe and caring learning environment. To that end:
 - District employees, parents, and community work collaboratively, proactively and responsibly to ensure the psychological wellbeing of all students.
 - A focused level of teamwork and professional development is ongoing among district employees, community, and law enforcement agencies to ensure the physical safety of students, district employees and visitors.
- C. Behavior expectations are clearly articulated, supported, and taught.
- D. Multiple communication systems are available and used by students, district employees, parents, and community to ensure all voices are heard.

Associated Executive Limitations:

- EL-8: Treatment of Students, Parents/Guardians and Community Members
- EL-9: Student Conduct, Discipline and Attendance
- EL-10: School Safety

Safe, Positive Culture and Climate, Policy Subend (A)

Policy End: (III-A) - A purposeful focus on creating a caring, safe, fun, supportive, and positive learning and working environment for all students, district employees, parents, and community is manifest throughout the district.

Interpretation: We have interpreted “A purposeful focus on creating a caring, safe, fun, supportive, and positive learning and working environment for all students, district employees, parents, and community is manifest throughout the district.” to mean that the district focuses on climate and culture through establishing, reinforcing, and supporting positive culture norms throughout the system.

Evidence

- a. **Superintendent Entry Plan** - Superintendent's Entry Plan established Climate and Culture as a priority and provided objectives, actions and timeline for the initial plan. ([April 12, 2022 Presentation](#))

- b. **Superintendent Climate and Culture Norms:**
 - Presume Positive Intent
 - Exude and Expect Optimism
 - Address Concerns the Right Way
 - Create a Culture of Safe Mistakes
 - Communicate Kindly and Respectfully

- c. **DCSD Employee Guide** - DCSD's revised guide for employees to understand benefits, programs, expectations and rights. This guide is updated annually.

- d. **Building Foundations: Trust & Norms**

DCSD Director of Organizational Development & Experiential Learning, Jolee Jones, facilitated a series of sessions for the DCSD District Leadership Team with a specific focus on organizational leadership, building trust and reinforcing Superintendent Kane's climate and culture norms.

Safe, Positive Culture and Climate, Policy Subend (B)

Policy End: (III-B) - There is clear evidence and a common understanding of the shared belief that all students can succeed when given a safe and caring learning environment.

Interpretation: We have interpreted “There is clear evidence and a common understanding of the shared belief that all students can succeed when given a safe and caring learning environment.” to mean that District employees, parents, and community work collaboratively, proactively and responsibly to ensure the psychological wellbeing of all students. In addition, a focused level of teamwork and professional development is on-going among district employees, community, and law enforcement agencies to ensure the physical safety of students, district employees and visitors.

Evidence

- a. **Safety and Security Updates** - DCSD provided Safety and Security updates throughout the year to the DCSD community.
- b. School Resource Officer training - [National Association of School Resource Officers](#) (NASRO) training July 3-8, 2022 (Aurora, CO)
- c. **Threat Assessment Training and [Resources](#) For Administrative Teams** - DCSD Mental Health team provides student mental health resources, training and support for schools including Threat Assessment Training.
- d. **Regularly scheduled meetings** - DCSD has regularly scheduled meetings with specific employee groups to discuss, plan and implement research and prevention-based practices.

Evidence

- e. **School-based Prevention Programs** - DCSD schools implement prevention-based programs for students (i.e. Sources of Strength, Second Step)
- f. **Safety and Security Committee** - The DCSD Safety and Security Committee is formed of members of the DCSD School Board, DCSD leadership personnel, Douglas County Government, law enforcement, fire department, mental health and community members, along with charter and private schools for the purpose of collaboration on school safety matters.
- g. **Mandatory training** - DCSD Staff provides mandatory training modules for staff. These modules are reviewed each year and updated as needed.
- h. **Ongoing Leader support and training** - DCSD provides training and support for school administrative teams regarding safety, security and training drills.

Evidence

- i. **Partnerships with Local Law Enforcement** - DCSD continues to collaborate and coordinate with our local law enforcement partners.
- j. **Standard Response Protocol (SRP) Magnets and Parent's Guide to Crisis Communications** - Over 70,000 magnets outlining the Standard Response Protocol were distributed to DCSD schools, support sites and law enforcement agencies for distribution to families, staff and community members. These magnets highlight the five different SRP actions that can be taken during an emergency. In addition, DCSD updates its "[A Parent's Guide to Crisis Communications](#)" document annually. This can be found on the DCSD website.
- k. **[Emergency and Reunification Process Exercise](#)** - DCSD conducted reunification drills on April 24, 2023. These drills included DCSD students, staff and local law enforcement personnel.

Evidence

- i. [Teaching and Learning Conditions Colorado Survey](#) - Managing Student Conduct - More than 95% of DCSD's participants will respond that DCSD Schools are safe places to learn and that students have one adult on staff they can trust to support them with social, emotional, or personal concerns.

- m. [Healthy Kids Colorado Survey](#) - DCSD voluntarily participates in the Healthy Kids Colorado Survey (HKCS), the state's only comprehensive survey on the health and well-being of young people. The purpose of this survey is to better understand youth health and the factors that help young people make healthy choices.

- n. **Extracurricular participation** - DCSD encourages students to participate in activities, clubs and sports in schools in order to increase our students' sense of belonging. ([End of the year report for 21-22](#))

Safe, Positive Culture and Climate, Policy Subend (C)

Policy End: (III-C) - Behavior Expectations are clearly articulated, supported, and taught.

Interpretation: We have interpreted “Behavior Expectations are clearly articulated, supported, and taught.” to mean that DCSD expectations for employee and student conduct are published and available for students, staff and the public. Expectations are implemented consistently across the district.

Evidence

- a. **DCSD Employee Guide** - DCSD's guide for employees to understand benefits, programs, expectations and rights.
- b. **Student Code of Conduct - 2022 - 2023** - DCSD's Student Code of Conduct is updated and shared on the DCSD [website](#). The Code contains the following sections for students:
 - Rights and Responsibilities
 - Due Process Rights
 - Discipline Policies and Procedures
- c. **Schools' Student Handbooks** - DCSD schools outline student rights and responsibilities in school student handbooks and make them available on their websites.

Evidence

- d. **Administrator Attendance and Discipline Training** - DCSD offers multiple opportunities for administrator training outlining attendance and discipline processes, procedures and expectations. In four sessions, 278 administrators and staff from 78 departments and schools completed the training.
 - September 6, 2022 - 2 sessions
 - September 7, 2022 - 2 sessions

- e. **Family Acknowledgement of Student Code of Conduct** - DCSD families acknowledge that they have read the student code of conduct as a condition of annual student check in.

- f. **Prevention of Bullying Policy Revisions** - DCSD staff provided recommended revisions to the Prevention of Bullying policy to reflect best practices from CDE. ([ADB-R](#) and [JICB](#) revisions)

- g. **Student Discipline Matrix Review** - DCSD School leadership team is reviewing and revising the student discipline matrix.

Safe, Positive Culture and Climate, Policy Subend (D)

Policy End: (III-D) - Multiple communication systems are available and used by students, district employees, parents, and community to ensure all voices are heard.

Interpretation: We have interpreted “Multiple communication systems are available and used by students, district employees, parents, and community to ensure all voices are heard.” to mean we have systems in place to provide timely, transparent communications and established two-way feedback mechanisms.

Evidence

a. **DCSD Communications** - DCSD staff provides consistent communications through a variety of avenues and languages:

- [Week in Review](#)
- [Across the Board](#)
- [DCSD News](#)
- [Insights Newsletter](#)
- *DCSD Lunch & Learn Series*
- *Superintendent Updates*
- [Emergency Communications](#)
- [Parent University](#)
- *DCSD Website/Mobile App*
- *Revisions to Policy KE*
- *Social Media Channels*
- *Comcast Channel 54 / Live Streaming*
- *Earned Media*
- *Weekly or Bi-weekly Updates and Newsletters*

b. **Feedback** - DCSD provides consistent and frequent opportunities to gather feedback.

- *Teacher Connect*
- [Employee Council](#)
- [Equity Advisory Council](#)
- [Douglas County Special Education Advisory Committee](#)
- *Douglas County Gifted Education Advisory Council*
- *Douglas County Safety and Security Committee*
- [DCSD Board Committees](#) -
- *District Leadership Team Meetings*
- *Administrator Meetings*
- *Superintendent Town Halls*
- [Special Education Talks and Parent Engagement Events](#)
- *Surveys*

Evidence

c. **Listening/Two-Way Communication** - DCSD utilizes a variety of mechanisms to engage in two-way communication.

- *Website feedback form*
- *Social media private messages/comments*
- *Phone calls and emails*
- *Let's Talk Forms (Transportation and I.T.)*
- [*Special Education Talks and Parent Engagement Events*](#)
- *Conexion*
- [*Gifted Education*](#)
- *Educational Equity Survey*

EL-8: Treatment of Students, Parents/Guardians and Community Members

EL - 8: With respect to staff interactions with students, parents, guardians and the community, the Superintendent will take reasonable steps to ensure conditions, procedures, actions, or decisions that are lawful, and in compliance with Board policy.

Interpretation: The Superintendent will provide professional development and resources regarding superintendent regulations, expectations and climate and culture norms.

Measure	Status
DCSD Mandatory Training for Staff	Compliant
Superintendent Climate and Culture Norms: Presume Positive Intent Exude and Expect Optimism Address Concerns the Right Way Create a Culture of Safe Mistakes Communicate Kindly and Respectfully These norms were shared with all staff via livestream at the beginning of the school year and have been built into district leadership meetings and professional development.	Compliant
DCSD Employee Guide - DCSD's guide for employees to understand benefits, programs, expectations and rights.	Compliant

EL-9: Student Conduct, Discipline and Attendance

EL-9: The Superintendent will manage the programs of the district with efforts to assure that school environments are positive, safe, conducive to the learning process, and free from unnecessary disruption through implementation of District policies and compliance with state and federal law.

Accordingly, the Superintendent will operate within the delegation of authority given by the Board with regard to student discipline and will administer the programs of the District to further accomplishment of the following consistent with board governance policy and state and federal law:

Interpretation: The Superintendent will implement culture and climate, attendance, and discipline-related board and superintendent policies consistently throughout the district.

Measure	Status
<p><u>Student Code of Conduct - 2022 - 2023</u></p> <ul style="list-style-type: none">● Rights and Responsibilities● Due Process Rights● Discipline Policies and Procedures	Compliant
<p><u>Student Attendance</u> - Procedures and Expectations</p> <ul style="list-style-type: none">● DCSD Attendance Policy - JH	Compliant
<p><u>Enrollment Procedures</u></p>	Compliant
<p>Prevention of Bullying Proposed Policy Revisions (JICB)</p>	Compliant

EL-10: School Safety

EL-10: The Board of Education recognizes that effective learning and teaching takes place in a safe, secure, and welcoming environment and that safe schools contribute to improved attendance, increased student achievement, and community support. Safe schools are a priority of the district and the district is committed to providing a safe environment in school, on school vehicles, and at school-sponsored activities.

Accordingly, the Superintendent is responsible to assure that a safe schools plan is developed in accordance with applicable law and Board policies.

Interpretation: The Superintendent will develop and submit the Safe Schools Act Accreditation Report in accordance with state law and the procedures required by the Colorado Department of Education.

Measure	Status
Safe Schools Act Accreditation Report - Submitted November 2022 via the state's online submittal process.	Compliant
2022 DCSD District Performance Framework - Safety Assurances Meets Requirements	Compliant

A photograph of a graduation ceremony. In the foreground, a group of graduates in blue and white gowns are seen from behind, many with their arms raised. Numerous blue graduation caps are flying through the air, scattered across the frame. The background is a bright, clear blue sky with a soft white glow on the right side, suggesting a bright sun. The overall mood is celebratory and hopeful.

Questions?

Learn Today, Lead Tomorrow