



DCSD Now And In The Future

1.11.2022

Learn Today, Lead Tomorrow

Future Needs of DCSD

Compensation

Safety & Security

Special Education

Mental/Behavioral Health

Preschool / Early Childhood Education

Transportation

Future Needs and Priorities for Capital
Improvement/Construction

Next Steps



Future Compensation Needs

Priority: To be able to recruit, retain, develop and reward the best employees for our students. This will allow every area of our District to progress.

Current State: Pay gaps amongst all employee groups with comparable credentials from historical pay practices and structures that are no longer in practice. Compensation project has allowed us to revise our system starting in SY 22-23 with a focus on rectifying licensed pay gaps internally.

Future State SY 22-23: Initial implementation of new licensed pay schedule for SY 22-23 with allocated funding. Rectifies pay gaps (compression) for licensed staff internally, and increases competitiveness, is predictable, but would need ongoing funding to become competitive with surrounding districts in order to recruit and retain. We remain lower in competitiveness in certain areas of our schedules.

Future Needs SY 23-24 & Beyond: Future compensation increases ability to recruit, retain and reward staff. Our new salary schedules will need further adjustment in order to become more competitive with surrounding districts.

Our largest priority remains sustainability.

Reality: We will not be able to continue or increase our current plan beyond the 23-24 SY. Lack of funding would result in a pay freezes and reduction of positions or programming. This would create an impact of retention of staff.

Future Needs for Safety & Security

Climate and Culture A culture where students assist in safety and security by being fully educated on protocols and understanding if they see, hear or feel something than they say something either to a trusted adult or through anonymous reporting.

Mental Health Increase of MH Staff and Programming included on subsequent slide.

Professional Development Increased training and professional development for our Safety Teams. Examples include: Culture and Climate, Threat Assessments, Crisis Response, Reunification, CPI Restraint Training,

Increase Campus Security Specialists FTE & compensation to provide great coverage of our secondary campuses. Feeder floater idea to support elementary schools and absences and forensics tech, hardware and software.

Future Needs for Special Education

Consolidated campus and/or upgraded facilities for our Bridge Transition Program

Expanded capacity/second location (East) for Plum Creek Academy

Intensive & Specialized Affective Needs school for elementary and middle school students

Vocational Learning Facilities/Programs - highly specialized for students with disabilities (e.g. TACT)

Expanded center-based options and enhancements for students on the autism spectrum (ASD)

Specialized transportation options for community learning expeditions

Enhanced training and “gold standard” professional development system-wide (examples):

- *High Quality IEPs*
- *Progress monitoring/Progress reporting methodologies and systems*
- *Executive Functioning and Social Emotional Learning*
- *Structured Literacy - enhanced professional development and mentoring*
- *Twice Exceptional (2e) students*
- *Moderate Needs best practices (“tweeners”)*
- *Maximizing the utilization of Educational Assistants*

Future Needs for Mental/Behavioral Health

Counselor to student ratios better adjusted for elementary schools

A school psychologist/social worker full time in each of our schools

Utilization of Board Certified Behavior Analysts (BCBAs) and Registered Behavior Techs. (RBTs) to support and build capacity for challenging behaviors in our schools

Expanded and specialized training and professional development for our school psychologists and social workers

Psychological Safety Team - crisis response, prevention, intervention, and postvention

Professional development for elementary school counselors (role definition and induction/mentoring)

Future Needs for Early Childhood/Preschool

ECE East Center - preschool classrooms and Child Find assessment and evaluation spaces

Additional preschool classroom spaces with changes at the state level and the advent of universal preschool (UPK) in 23-24

Assistant Director of ECE Assessment - for Early Identification & Intervention

Future Needs for Transportation

Restore general and Special Education daily routes to levels prior to historic cuts.

Restore vehicle mechanics, route schedulers, and dispatchers that were cut.

Reduce walking distance and serve all families per Board of Education policy.

Restore non-serviced areas areas currently not serviced, including gated communities.

Restore routes for mid-day, and after school field trips.

Restore daily routes for IB and Alternative Education.

Restore routes for Activities and Athletics.

Provide new daily routes for Pre-School.

Future Needs and Priorities for Capital Improvement

Capital Improvement Projects replace priority building and site infrastructure components at neighborhood, magnet, alternative, and charter schools, and support facilities. Gordon Mosher will engage with our Charter Schools to determine Capital Improvement Priorities.

Tier 1: roofing, plumbing infrastructure, HVAC, electrical systems, fire sprinkler repair/replacement, fire alarm, irrigation systems and controllers, major structural movement, site utilities

Tier 2: building exterior envelope and finishes, interior finishes, flooring, plumbing fixtures, minor mechanical, paving, surfacing, high school athletic fields

Tier 3: interior wall structure and finishes, interior doors, ceiling finishes, casework, FF&E (furniture, features, and equipment), cosmetic building structure, multi-purpose fields at elementary and middle schools

Tier 4: landscaping, exterior structures, a variety of site work

[Link to Master Capital Plan](#)

Future Needs and Priorities for Capital Improvement

Security infrastructure and equipment replacement and improvements

Information Technology device and equipment replacement and upgrades

Americans with Disabilities Act facility upgrades

Special Education facility upgrades

Bus and support fleet vehicle replacements and maintenance tools

Athletic field and track resurfacing and amenities

Playground equipment replacement and upgrades for Preschool licensing and safety

Mobile classroom repairs and replacement

Furniture replacement due to age and condition

Future Needs and Priorities for New Construction

Capacity

Priority 1

- 3 Elementary Schools - The Canyons/Castle Pines, Crystal Valley, Sterling Ranch
- Mesa Middle School Expansion

Priority 2

- 1 Elementary School in Chaparral High School feeder or Sierra Middle School Expansion
- 1 Elementary School in Ponderosa High School feeder at Cobblestone Ranch or Northeast Castle Rock

Future Needs and Priorities for New Construction

Programming

Special Education K-8

Alternative Education - West Highlands Ranch

Cloverleaf Enrichment School “Home School”

Preschool Rooms

Relocating 6th Grade to All Middle Schools

Standardization of Amenities

Legacy Innovation Campus Phase II & III

Career and Technical Education

Next Steps

These are our identified areas of need, now we would like to see if our community agrees and if values align.

Our next steps will bring our community together to talk about what we, as a community value for our next generation.

- Leadership Meetings
- Listening Sessions
- Engagement with Charter Community
- Community Forums
- Surveys
- Town Halls
- Parent Engagement Opportunities
- Roundtable Discussions with Panel of Experts
- Superintendent Engagements
- Meetings in a Box

Questions?