

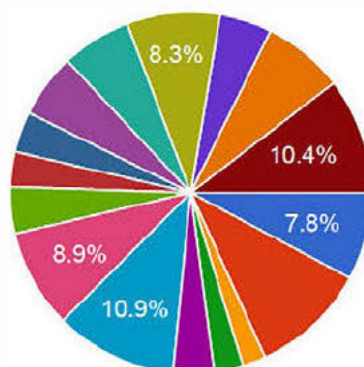
Staff Survey re Pairing Criteria

192 responses

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Your school?

192 responses



- Acres Green
- Arrowwood
- Bear Canyon
- Copper Mesa
- Cougar Run
- Coyote Creek
- Eagle Ridge
- Eldorado

▲ 1/2 ▼

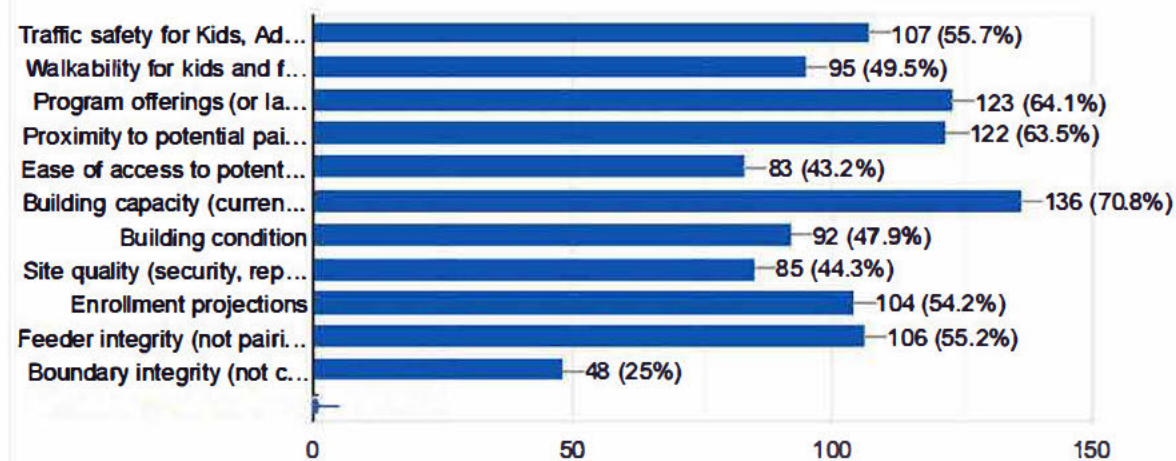
As part of the school pairing process, the Board of Education will consider Board policy regarding the criteria for pairings of schools in January 2025. In preparation, we have received a lot of suggestions about potential criteria. We want your suggestions too.

Based on input received to date, we have included criteria below for you to review. Please check only those that you think should be considered. Then, please suggest any other criteria that you think should be considered in the Comment Box below.

Please check all that you think are appropriate to consider:

*There is a narrative box at the bottom of this survey if you'd like to add any other criteria you think we should consider.

192 responses

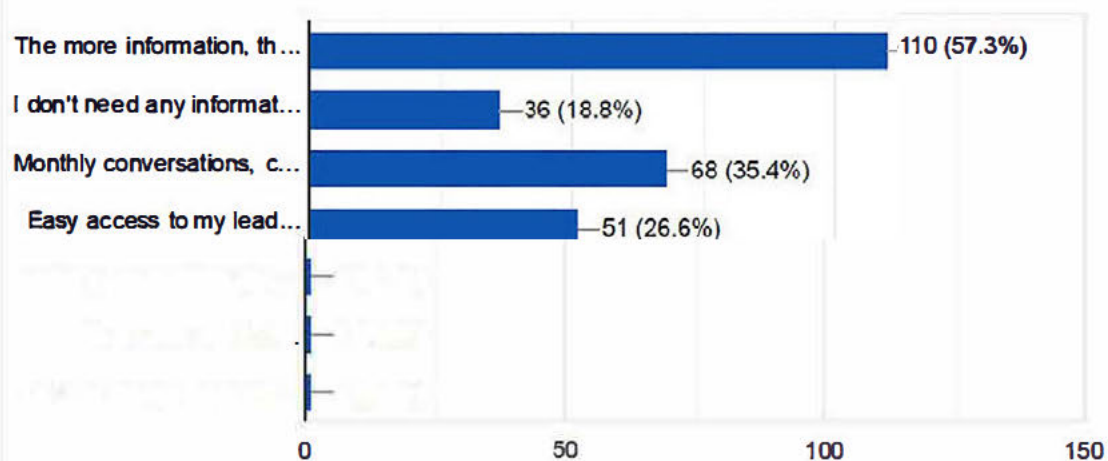


Whether you are part of a school pairing process or not, what would help you navigate the school pairing conversation from now through April 2025?

Please check all that apply to your needs:

*There is a narrative box at the bottom of this form if you'd like to add anything else.

192 responses



The North Planning Area Engagement Staff Group (NPAES) will meet monthly during the school day to discuss pairing processes. We want you to weigh in on policy and staffing, among other really important matters. We will begin meeting in early December and go through May 2025.

We are looking for two staff members from your building to be a part of this important group, ideally one classified and one certified employee. We will feed you as well.

We'd love to have you. If you are interested, please provide the following:

Name:

75 responses

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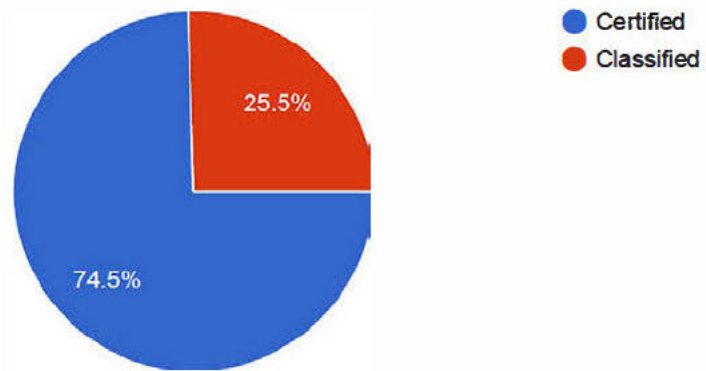
[REDACTED]

[REDACTED]

[REDACTED]

Your Employee Type:

145 responses



Position:

138 responses

Teacher

Teacher

3rd grade teacher

6th grade teacher

Kindergarten Teacher

2nd grade teacher

EA IV

School Social Worker

GT Facilitator

Kindergarten teacher

SLP

First grade teacher

Math Interventionist

6th Grade

1st grade teacher

GT facilitator

EA1

mild/moderate learning specialist

4th grade teacher

SSN Teacher

PE TEACHER

Teacher - KDG

5th Grade Teacher

Admin Assistant

Reading interventionist/ GT coordinator

6th grade

Assistant Principal

PLS

Center Based teacher

Cultural Liaison

Literacy Specialist

ECE Coordinator

Reading Interventionist

EA IV in Affective Needs

Kindergarten teacher

HR Record Specialist III

ECI (Early Childhood education)

ELD teacher

Registrar

Psychologist

Reading intervention; READ contact

5th grade teacher

EAIV DHH

Counselor

First grade teacher

EAIV SSN

AN teacher

Center-Based Special Education Teacher (ASD/SSN)

Classroom Teacher

STEAM

CST

Dyslexic Specialist

Mild Mod Teacher

GT

1st Grade

Art

Preschool Occupational Therapist (SPED)

School counselor

6th grade

Preschool - Classroom EAIV

SSN EAIV

Learning Specialist

Registrar/Attendance/Health Assistant

Interventionist -110

ELD Teacher

Health Assistant

Affective Needs Teacher

Mild/Mod Teacher

6th Grade Teacher

SSN teacher

5th grade Discovery Teacher

Library Specialist

BASE Program Manager

Sped ea 4

Third Grade Teacher

ELD and GT

EA Kindergarten and 1 st Grade

SPED Mild/Moderate Teacher

Instructional assistant -music general

STEM Teacher

Music Teacher

CLD Teacher

Mild/Mod

Learning Specialist

Speech language pathologist

BASE Asst Manager

EAIV

6th grade math

Occupational Therapist

Teacher grade 1

5th grade teacher

Interventionist

Instructional Assistant - Cub Den Teacher

Art teacher

4th gen ed

SLP

BASE Assistant Program Manager

Administrative Assistant

BASE Manager

STEAM/Tech

I think you need to keep in mind the specific base programs at the schools (ie: ssn, Autism, etc.), I also think you should consider the amount of veteran staff at the school and how long employees have worked there. People are going to stay at a school for so long for a reason. If there is a lot of turnover in a building that is something to consider of whether or not they should be married or not.

Looking forward to the opportunity for more programming for my kids and my school community. Hoping to be a proactive part of the process

Not at this time

I am an employee at ERE, but I'm also a parent of two children in the community (ages 6 & 3). I feel that I have a unique perspective because I care about the future of our school/community from many different perspectives (as a staff member & parent).

Friday would work best for my schedule as I don't work directly with kids that day and would be least disruptive to my other responsibilities

Thanks! I hope new elementary schools feed to HRHS. It's an amazing school. And cms.

I'm sure this is a very difficult decision for you to make. I believe that every school is unique and has great qualities about each of them. I hope you will consider the following when making your decision.

To begin with, I used to do PD for schools across the country and I will confidently say that as a former parent and current staff member, Fox Creek is above and beyond a special place. It has the best staff, culture and climate! We are very intentional and strategic with hiring and cultivating an inclusive, welcoming and collaborative staff. In turn, like many other surrounding schools, staff at FCE does not leave (aside from moving or retirement) even during the hardest years in DCSD.

Additionally, our students here live and breathe the Habits of Character and all things EL. These lifelong habits go beyond our four walls and trickle into their middle and high school years as well as their life outside of school. Because of the EL component, we have many students that open enroll to be at our school. It is unique and rare and something that our staff and students worked so hard to get (re)credentialed last year. We are one of very few in the COUNTRY that have that great honor! EL is a school wide instructional philosophy that creates a beautiful spirit amongst students, staff and our community alike. If you haven't seen one of our Northstar assemblies, please come by the next time we have one. The traditions, songs and energy is something to see!

Lastly, while we are close to Quebec, there has NEVER been a safety or security concern. We don't need any major renovations, and if paired with Acres Green, we are very close with a major street to get to us. While our numbers have not gone up, we have not had a significant drop because we have so many that opt in because of the EL.

I respect and appreciate what a huge undertaking this is for you to decide. I hope you will consider how special Fox Creek REALLY is to our staff, students and community.

Seniority and performance need to be a factor in job placement for both paired and receiving schools. Staff in paired/closing schools need to know their status ASAP in order to reduce the anxiety and maintain performance of students /families/staff for the 25/26 school year.

I am hopeful that a diverse group will be created. I have been in many roles over the course of my career. I have the perspective of a general education teacher (having spent 12 years in multiple grade levels), a special education teacher (5 years as a center-based teacher) and leader (program director for center-based program and building leadership team representative). I also hold current licenses for principal, administrator and special education director. I do believe I can bring a unique perspective to the group.

It is incredibly important to me that the needs of our small population of significant support needs students in this district are considered in this process. I am hopeful there will be representatives of this population in the group to advocate for the best interest of ALL students including our students impacted by disabilities.

Thank you for including staff members moving forward, and for communicating with us Friday afternoon!

I serve all 7 grade levels in our building as part of the specials team. Our school is bursting at the seams. We have Kinder classes at the largest I've seen in my career and our biggest kids (5th and 6th grades) also have the largest class sizes because we don't have any more rooms available for another classroom. I would be interested to know if the closed buildings would be considered for preschool centers. There are so many more 4 year olds enrolled for Kindergarten this year than usual, I'm sure it has to do with the price of daycare which I completely understand. Most of these 4 year olds are not at all ready for school and there is already talk of retaining them in Kindergarten next year, which will affect next year's class sizes as well. To help the lack of classrooms and meet their developmental needs, 6th graders should be at the middle school. The severe behaviors we are seeing from them do not at all make sense with having very young kids in the same building. This year we have seen stealing, substance use, suicide protocols, continual conversations about foul language and appropriate topics, they simply have outgrown elementary school.

We need to understand how we are going to make sure we get these kids to school. As it is right now, we have kids that miss an entire week of school every time their bus route does not run. That is not fair and equitable education. If we make them go further away, we will have more students who will just not come to school.

Thank you for the open communication.

I think Acres Green would be a great school to pair for better facilities

I'm wondering if probationary positions could be replaced by people from school A or B that

are impacted by the pairings even if our school is not one of the directly impacted schools.

I think preschool also needs representation on the committee, but you did not have that as an option in the schools listed above.

New neighborhood developments being built should be considered for enrollment.

Criteria to consider is potential site growth for building. Space for building out additional classrooms.

Dd

I would love the opportunity to be a part of this integral process for our district. I have had the pleasure of working in different elementary feeders and have seen how numbers are impacting our communities and schools. I look forward to hearing from you!! Thank you so much

None

I understand that every school thinks they are the best and having things going that are better than other schools. However, Fox Creek is a Nationally Credentialed EL school, which was NOT as easy task. It is more than a curriculum. It is a commitment, and all staff who join our crew understanding that and sign up for that. It is a culture commitment, crew commitment, and planning commitment. It is not the same as working in another elementary school. We just got re-credentialed and with that, we have made a commitment to uphold the values, spirit and culture that led us to being credentialed in the first place. It would be a detriment to pair us and expect us to maintain our credential.

Additionally, our school was named an SSN model site for the state of Colorado, which has been a major accomplishment. The 10 quality indicators that we met with 80% or more has more to do with the whole school culture. We cannot maintain that status without the whole school being on board. Pairing Fox Creek with another school would greatly impact the ability to maintain this.

I also teach at Trailblazer Elementary.

I would love to be considered for the planning staff group. As someone who was part of a receiving school in Jeffco, I feel as though this hits close to home and I would love to support the process I didn't get to be a part of in Jeffco

I'm a 1st year teacher going through this process and I would love to be involved in it. Thank you!

I really do think that Fox Creek's National Credential of being an EL school should be considered. That is not something people can just "pick up". It took years to get the staff to meet the criteria and incoming staff have a full mentoring program and EL 101 classes to gain

the information needed to be part of EL. It is way more than just a literacy curriculum. I also think the district should consider that our SSN program just received model status with CDE. This is a huge deal and would be greatly impacted if we got paired.

As schools get paired, I would really like to advocate for SSN programs to relook at programming and with two potential SSN teachers joining buildings, programs should become K-2 and 3-5. They can be in the same building, but we need to start looking at how inappropriate it can be for 12 years to be taught in the same classroom as 5 years old. I would love to provide my thoughts if anybody wants to hear them!

no comments

I have two children at Mountain Vista, one child starting Kindergarten in the district in the fall, and a two year old. I live near Heritage and Summit View. I have worked for the district for 10 years and previously 10 years in 3 other states and have seen the consolidation process in two of those districts. I have a lens for both our ELD community as well as our GT community.

NA

I have lived in Douglas County for 30 years and would to help navigate this process

I would like to represent AWE in the planning process. I believe I have integrity to be able to consider kids first and would love the opportunity to weigh in on policy and staffing. Thank you for considering my input.

Classroom teacher for general music education

I'm curious if the bus situation will be considered. Since we have a lack of busses will we look at the higher rate of walking students when picking a building so that less busses need to be used?

It does not feel like we are learning any new information after a couple of years of meetings. 6th grade in an elementary setting has been rumored to be the grade level that could be most impacted and that is the grade I have taught 23 out of 25 years. Valuing and caring about your staff means being transparent. What date will I know that sixth grade is staying in elementary or not please? I will not teach in a middle school and it will have a massive impact on my future at DCSD. Thank you. [REDACTED]

-

Thank you for your consideration. Having been part of a DCSD school with annual declining enrollment, I feel I would have a good perspective on the school pairing process and ideas to share with regards to making this as seamless as possible.

I think this is an exciting conversation regardless of outcome. But I love Northridge!

Thanks to considering-

Thank you for the dialogue.

I feel that location of the schools (i.e. proximity to each other and whether or not students will have to cross busy streets to walk to school) are an important consideration. Especially with the bussing issues the district is facing currently, this is important to ensure that our students can get to school. Also, it is important to keep in mind availability of space when pairing schools. We also have some schools that have specific programming (for example, AN and SSN) that needs to be considered when determining how to provide an excellent education for all of our DCSD students.

I would love to be a part of the Planning Staff group. I love being involved in not only my building, but at the district level. [REDACTED]

[REDACTED] I love being able to be part of the conversation about what is best for kids and how we can integrate that into our schools. If given the opportunity, I could listen to all perspectives, offer a voice and brainstorm solutions, along with bring back information to my colleagues as needed.

no

I think the library space and collection should be considered in the criteria. There are many metrics at play to create a proficient, engaging library that supports literacy. [REDACTED] is a valuable resource to help determine criteria for this.

I have been involved within the district as a parent for many years with SAC and PTO. I would love an opportunity to help the district and an employee.

Bus availability is a concern and I feel plays a big part in the decision.

This is an area I know very little about. Get smart people on the committee.

My principal has already tapped me to serve on the committee. Thank you.

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